

2020 ANNUAL EEO PUBLIC FILE REPORT

Pittsburgh Community Broadcasting Corporation

Station(s): 91.3 WYEP (FM), 90.5
WESA (FM)

Community(ies) of License:
Pittsburgh

Reporting Period:
March 29, 2019 – March 31, 2020

No. of Full-time Employees: 52
Small Market Exemption: No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Both WYEP and WESA have active internship programs. The Vice President, Human Resources & Organizational Development oversees the program. The program is open to students currently enrolled in secondary education. WESA offers three internships; one as a newsroom intern which teaches students to produce broadcast journalism, a digital internship which focuses on photojournalism, and another as a production intern which teaches students broadcast production of a live daily show. WYEP offers students a music internship which teaches them programming and preparing music for broadcast. The lengths of the internships follow the school semesters. During the period of March 29, 2019 – March 31, 2020, there were 9 interns from the following universities: Carnegie Mellon University, University of Pittsburgh, Youngstown State University, University of Maryland, Boston University, and Bennington College. The openings are posted via Handshake, which allows for employers to post positions at participating universities. The internships are also posted on

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

Pittsburgh Community Broadcasting has an established staff development program designed to enable station personnel to acquire and maintain skills that can qualify them for higher level positions. Funding and encouragement are provided for station employees to attend conferences and training events hosted by entities such as National Public Radio, Greater Public, Public Radio Program Directors Association, the Pennsylvania Association of Broadcasters, and many others. In the period covered by this report, PCBC staff attended the following conferences and training events:

1. Fellow for the Media Law Program – University of South Carolina. September 2019. Attendee: Lucy Perkins
2. PMBA Annual Conference. May 2019. Attendees: Courtnae Turko, Christopher Capato
3. Professional Notary Training – February 2020. Attendee: Amy Esposito
4. Public Media Development and Marketing Conference. July 10-12, 2019. Attendees: Tony Pirollo, Judy Bernstein.
5. Education Writers Association National Conference. May 6-8, 2019. Attendee: Sarah Schneider
6. StoryCorps One Small Step Project. March 3-5, 2020. Attendees: Erin Scott, Maria Rose

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

1. October 24, 2019 – Chatham Career Development Job and Internship Mixer. Attendees: V.P. of HR and Katie Blackley (oversees interns for the newsroom).
2. February 3, 2020 - Carnegie Mellon University Jumpstart Career Fair. Attendee: Courtnae Turko V.P. of HR
3. March 20, 2020 – Carnegie Mellon University Career Fair. Attendees: Courtnae Turko V.P. of HR

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Harassment Prevention Training Program September 2019. CPB requirement. Training was provided individually to the staff through Navex online portal.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/29/2019	On-Air Host, WYEP	Referral/word of mouth
9/23/2019	Director, Audiences & Brand Strategy	LinkedIn
9/30/2019	Producer/Editor	PCBC, WYEP, WESA websites
10/1/2019	Development Coordinator	Nonprofit Talent
11/25/2019	Director of Sponsorship Sales	LinkedIn

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: _____

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Internal Candidate	6
PCBC, WYEP, WESA website	6
Unknown	3
CPB	1
LinkedIn	5
Nonprofit Talent	3
Referral	2

RECRUITING SOURCES USED

Job Title of Position: On-Air Host, WYEP Date of Hire: 3/29/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC, WYEP, WESA websites	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
NABJ	N	https://www.nabj.org/		

Current	N	https://current.org/		
African American Chamber of Commerce of Western PA	Y	436 Seventh Avenue, Suite 2220 Pittsburgh, PA. 15219	Shawn Hicks	412-392-0610 shawn@aaccwp.com
Public Radio Program Directors Association	N	https://prpd.org/		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director, Audiences & Brand Strategy Date of Hire: 9/23/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC, WYEP, WESA websites	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Current	N	https://current.org/		
African American Chamber of Commerce of Western PA	Y	436 Seventh Avenue, Suite 2220 Pittsburgh, PA. 15219	Shawn Hicks	412-392-0610 shawn@aaccwp.com
LinkedIn	N	https://www.linkedin.com/		
Greater Public	N	https://www.greaterpublic.org/		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Producer/Editor Date of Hire: 9/30/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC, WYEP, WESA websites	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org

Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Current	N	https://current.org/		
African American Chamber of Commerce of Western PA	Y	436 Seventh Avenue, Suite 2220 Pittsburgh, PA. 15219	Shawn Hicks	412-392-0610 shawn@aaccwp.com
NABJ	N	https://www.nabj.org/		
NAHJ	N	http://nahj.org/		
AAJA	N	https://www.aja.org/		
JournalismNext	N	www.journalismnext.com		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Development Coordinator Date of Hire: 10/1/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC, WYEP, WESA websites	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Nonprofit Talent	N	https://nonproftalent.com/		
African American Chamber of Commerce of Western PA	Y	436 Seventh Avenue, Suite 2220 Pittsburgh, PA. 15219	Shawn Hicks	412-392-0610 shawn@aaccwp.com
LinkedIn	N	https://www.linkedin.com/		
Greater Public	N	https://www.greaterpublic.org/		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director, Sponsorship Sales Date of Hire: 11/25/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC, WYEP, WESA websites	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
African American Chamber of Commerce of Western PA	Y	436 Seventh Avenue, Suite 2220 Pittsburgh, PA. 15219	Shawn Hicks	412-392-0610 shawn@aaccwp.com
LinkedIn	N	https://www.linkedin.com/		
Greater Public	N	https://www.greaterpublic.org/		
Nonprofit Talent	N	https://nonproftalent.com/		
Public Media Business Association	N	https://www.pmbaonline.org/		
Current	N	https://current.org/		
American Advertising Federation	N	www.aaf.org		
NAMIC	N	http://namic.com/		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.