

2024 ANNUAL EEO PUBLIC FILE REPORT

Pittsburgh Community Broadcasting Corporation

Stations: WESA(FM), Pittsburgh, PA
WYEP-FM, Pittsburgh, PA

Reporting Period: April 1, 2023 – March 31, 2024

No. of Full-time Employees: More than 10
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.*

Pittsburgh Community Broadcasting Corporation (PCBC) has an active internship program. The Senior Vice President oversees the program. The program is open to students currently enrolled in secondary education. PCBC 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. The lengths of the internships follow the school semesters. During the period of April 1, 2023 – March 31, 2024, there were 9 interns from the following universities: University of Pittsburgh, Duquesne University and Point Park University. The openings are posted via Handshake, which allows employers to post positions at participating universities. The internships are also posted on pittsburghcommunitybroadcasting.org.

*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 virtual conferences and virtual training events:

1. June 2023 – Newmark Graduate School of Journalism at CUNY Seminar Attendee: Reporter
2. July 2023 – Society of Broadcast Engineers Mentorship and Certification Program. Attendee: Engineer
3. October 2023 – National Press Foundation Conference Attendee: Reporter
4. January 2024 – ongoing Public Radio Association of Development Officers Mentor Program Attendee: Midlevel Giving Officer

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

1. January 24, 2024 – Bucknell University Virtual Public Interest, Public Service and Non-Profit Industry Career Fair. Attendee: Senior Vice President
2. February 9, 2024 – Georgetown University 2024 Government, Education and Non-Profit Career Fair. Attendee: Senior Vice President
3. March 5, 2024 – Stanford University Public Service & Social Impact Virtual Career Fair. Attendee: Senior Vice President
4. March 27, 2024 – Carnegie Mellon University Virtual Non-Profit Connections Career Fair. Attendee: Senior Vice President

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

1. Harassment and Implicit Bias Prevention Training Program May 2023. CPB requirement. Training was provided individually to the staff through Everfi online portal.
2. Community Ambassador Program by Black Equity Coalition March – December 2023 Attendee: Director, Institutional and Special Giving
3. Building a Sense of Belonging at Work March 2024. Attendee: Senior Vice President

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/12/2023	Editor	PCBC/WESA/WYEP websites
10/18/2023	Account Executive	LinkedIn

01/24/2024	Midlevel Giving Officer	PCBC/WESA/WYEP websites
02/21/2024	Member Support Coordinator	Indeed

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
PCBC/WESA/WYEP websites	14
LinkedIn	1
Corporation for Public Broadcasting	1
Indeed	2
Total	18

RECRUITING SOURCES USED

Job Title of Position: Editor Date of Hire 6/12/2023

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/		
RTDNA	N	www.rtdna.org		
Native American Journalists Association	N	https://najanewsroom.com/		
Online News Association	N	https://journalists.org/		

Asian American Journalists Association	N	https://www.aaaja.org/		
Current	N	Jobs.current.org		
Journalism Next	N	https://www.journalismnext.com/		
National Association of Black Journalists	N	https://nabjonline.org/		
National Association of Hispanic Journalists	N	https://nahj.org/		
Journalism Jobs	N	https://www.journalismjobs.com/		
Public Media Journalists Association	N	https://www.pmja.org/		

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all j

Job Title of Position: Account Executive Date of Hire: 10/18/2023

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		
LinkedIn	N	https://www.linkedin.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
ZipRecruiter	N	https://www.ziprecruiter.com/		
African American Development Officers	N	https://www.aadonetwork.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: Midlevel Giving Officer Date of Hire: 01/24/2024

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
Current	N	Jobs.current.org		
LinkedIn	N	https://www.linkedin.com/		
Nonprofit Talent	N	https://nonproftalent.com/		
ZipRecruiter	N	https://www.ziprecruiter.com/		
Greater Public	N	https://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: Member Support Coordinator Date of Hire: 02/21/2024

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/		
Nonprofit Talent	N	https://nonproftalent.com/		

Current	N	Jobs.current.org		
ZipRecruiter	N	https://www.ziprecruiter.com/		
Greater Public	N	https://greaterpublic.org/		
Indeed	N	https://www.indeed.com/		

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