

EEO PUBLIC FILE REPORT

**This Report covers full-time vacancy recruitment data
for the period of April 1, 2017 to March 30, 2018.**

Pittsburgh Community Broadcasting Corporation does business as 91.3 WYEP, 90.5 WESA, and The Allegheny Front (TAF). PCBC has always managed the recruiting for both stations and TAF.

Employment Location & Names: Pittsburgh, Pennsylvania: Pittsburgh Community Broadcasting Corporation.

Call signs and community of license: WYEP-FM, Pittsburgh, PA; WESA-FM, Pittsburgh, PA

EEO Contact Information:

Mailing address:	67 Bedford Square, Pittsburgh, PA 15203
Telephone number:	412-381-9131
Contact Persons:	Courtnae Turko, Director - Human Resources email address: cturko@pcbc.org Abby Goldstein, General Manager, WYEP email address: abby@wyep.org John Sutton, General Manager, WESA email address: jsutton@wesa.fm

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.*

WYEP Internship Program

WYEP offers an ongoing internship training program to all area colleges, universities and select high school students in SW Pennsylvania. All interns are given a professional mentor at the station to work with over the course of a semester. Interns are expected to train for at least 4 hours a week though the average trainee spends between 10 and 20 hours a week during the standard school year and 20 to 40 hours a week during

summer session. Interns are trained in studio production: recording audio, editing, writing, storage and play back. They are trained in audio editing programs like Adobe Audition. They also learn the basics of ENCO audio storage and playback systems. Interns learn to operate audio consoles and to produce short feature segments as well as on-air announcing skills and hosting full-length music programs. WYEP also trains interns in administrative and marketing responsibilities. Typical training includes learning to write press releases, managing information booths at events, gathering information for WYEP's web site and public service announcements for broadcast.

WESA Internship Program

90.5 WESA recognizes the need to continually expand our talent to meet the demand for quality news programming. That is why 90.5 WESA nurtures an ongoing comprehensive broadcast journalism and media management internship program with colleges and universities. To date, the program has helped to develop the skills of many up-and-coming journalists, reporters, managers and media managers who are now working around the country.

Individuals with a strong interest in public media and a desire to help meet the information needs of our community are invited to apply for an internship with 90.5 WESA. Opportunities are available in our award-winning news department; in operations and production; in marketing; in developing web content; and in fundraising and communications.

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

WYEP and WESA have 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 WYEP and WESA staff attended the following conferences and training events:

PRNDI (Public Radio News Directors Inc)

June 2017

WESA News Director

PMDMC (Public Media Development & Marketing Conference)

July 2017

CEO, WESA General Manager, Director of Development, Director of Major Giving, Director of Corporate Support

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

September 1, 2017 : Duquesne University – Job/Volunteer Fair

September 1, 2017 : Carnegie Mellon University – Job/Volunteer Fair

September 28, 2017: Point Park University – Job/Volunteer Fair

January 25, 2018: University of Pittsburgh – Internship Fair

February 8, 2018: Point Park University – Internship/Volunteer Fair

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

"Respect in the Workplace" HR Training

January 2018

All Staff

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/26/2018	Government Editor	Word-of-mouth
3/26/2018	Bookkeeper & Administrative Coordinator	PCBC website
3/20/2018	Director, Human Resources	Indeed
3/5/2018	Member Services Manager	Nonprofit Talent
3/5/2018	Individual Giving Manager	Word-of-mouth
3/1/2018	Special Events Manager	Word-of-mouth
2/5/2018	Arts & Culture Reporter	PCBC website
1/16/2018	Director, Finance & Administration	Nonprofit Talent
1/2/2018	Morning Edition Producer	Word-of-mouth
11/27/2017	Energy Reporter	Word-of-mouth
11/2/2017	Science, Health and Tech Reporter	Word-of-mouth
8/28/2017	Government & Law Reporter	PCBC website
8/1/2017	General Assignment Reporter	PCBC website
7/19/2017	Individual Giving Manager	Nonprofit Talent

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 77

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Word-of-mouth	15
Nonprofit Talent	17
PCBC website	10
Indeed	11
Internal candidates	7
CPB	3
Facebook	3
Pittsburgh Human Resources Association (PHRA)	1
Association of Fundraising Professionals	1
Greater Public	1
Public Radio Association of Development Officers (PRADO)	1
NYC Public Radio Google Group	1
Unknown	6

RECRUITING SOURCES USED

Job Title of Position: Government Editor Date of Hire: (3/26/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
NAHJ	N	http://nahj.org/		
NABJ	N	https://www.nabj.org/		
PRNDI	N	https://www.prndi.org		
Current	N	https://current.org/		

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

RECRUITING SOURCES USED

Job Title of Position: Bookkeeper & Administrative Coordinator Date of Hire: (3/26/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
New Pittsburgh Courier	N	315 East Carson Street Pittsburgh, PA 15219	Camille Robinson	ads@newpittsburghcourier.com 412-481-8302, ext. 128.
Indeed	N	https://www.indeed.com/		
Nonprofit Talent	N	https://nonproftalent.com/		

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

RECRUITING SOURCES USED

Job Title of Position: Director, Human Resources Date of Hire: (3/20/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Next Pittsburgh	N	https://www.nextpittsburgh.com/		
New Pittsburgh Courier	N	315 East Carson Street Pittsburgh, PA 15219	Camille Robinson	ads@newpittsburghcourier.com 412-481-8302, ext. 128.
Current	N	https://current.org/		
Indeed	N	https://www.indeed.com/		
Nonprofit Talent	N	https://nonproftalent.com/		

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

RECRUITING SOURCES USED

Job Title of Position: Member Services Manager Date of Hire: (3/5/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
PRADO	N	PRADO@listserv.syr.edu		
Greater Public	N	https://www.greaterpublic.org/		
Nonprofit Talent	N	https://nonproftalent.com/		
Association of Fundraising Professionals	N	https://www.afpwp.org/		

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

RECRUITING SOURCES USED

Job Title of Position: Individual Giving Manager Date of Hire: (3/5/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
PRADO	N	PRADO@listserv.syr.edu		
Greater Public	N	https://www.greaterpublic.org/		
Association of Fundraising Professionals	N	https://www.afwpa.org/		
Nonprofit Talent	N	https://nonproftalent.com/		
CPB	N	https://www.cpb.org/jobline		

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

RECRUITING SOURCES USED

Job Title of Position: Special Events Manager Date of Hire: (3/1/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Nonprofit Talent	N	https://nonproftalent.com/		
CPB	N	https://www.cpb.org/jobline		

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

RECRUITING SOURCES USED

Job Title of Position: Arts & Culture Reporter

Date of Hire: (2/5/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
PRNDI	N	https://www.prndi.org		
NAHJ	N	http://nahj.org/		
NABJ	N	https://www.nabj.org/		

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

RECRUITING SOURCES USED

Job Title of Position: Director, Finance & Administration Date of Hire: (1/16/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	N	https://current.org/		
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Indeed	N	https://www.indeed.com/		
New Pittsburgh Courier	N	315 East Carson Street Pittsburgh, PA 15219	Camille Robinson	ads@newpittsburghcourier.com 412-481-8302, ext. 128.
Nonprofit Talent	N	https://nonproftalent.com/		
Next Pittsburgh	N	https://www.nextpittsburgh.com/		

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

RECRUITING SOURCES USED

Job Title of Position: Morning Edition Producer Date of Hire: (1/2/2018)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
NABJ	N	https://www.nabj.org/		
NAHJ	N	http://nahj.org/		
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
PRNDI	N	https://www.prndi.org		
CPB	N	https://www.cpb.org/jobline		

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

RECRUITING SOURCES USED

Job Title of Position: Energy Reporter

Date of Hire: (11/27/2017)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
CPB	N	https://www.cpb.org/jobline		
NABJ	N	https://www.nabj.org/		
NAHJ	N	http://nahj.org/		

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

RECRUITING SOURCES USED

Job Title of Position: Science, Health and Tech Reporter

Date of Hire: (11/2/2017)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
NAHJ	N	http://nahj.org/		
NABJ	N	https://www.nabj.org/		
Current	N	https://current.org/		
CPB	N	https://www.cpb.org/jobline		

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

RECRUITING SOURCES USED

Job Title of Position: Government & Law Reporter Date of Hire: (8/28/2017)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
NAHJ	N	http://nahj.org/		
NABJ	N	https://www.nabj.org/		
CPB	N	https://www.cpb.org/jobline		

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

RECRUITING SOURCES USED

Job Title of Position: General Assignment Reporter Date of Hire: (8/1/2017)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Pennsylvania Career Link	N	https://www.pacareerlink.pa.gov/jponline/		
PRNDI	N	https://www.prndi.org		
CPB	N	https://www.cpb.org/jobline		

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

RECRUITING SOURCES USED

Job Title of Position: Individual Giving Manager Date of Hire: (7/19/2017)

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
PRADO	N	PRADO@listserv.syr.edu		
Greater Public	N	https://www.greaterpublic.org/		
Next Pittsburgh	N	https://www.nextpittsburgh.com/		
PCBC website	N	http://pittsburghcommunitybroadcasting.org/	Courtnae Turko	412-315-6771 Cturko@pittsburghcommunitybroadcasting.org
Current	N	https://current.org/		
CPB	N	https://www.cpb.org/jobline		

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

Report revised after review with counsel on 5/8/2019. The staffer who prepared this report is no longer with PCBC. In preparing for this audit, we only included details we could support with documentation.

GSB:10209242.3