

2021 ANNUAL EEO PUBLIC FILE REPORT

Pittsburgh Community Broadcasting Corporation

Stations:	WESA(AM), Pittsburgh, PA WYEP-FM, Pittsburgh, PA
Reporting Period:	April 1, 2020 – March 31, 2021
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.*

WESA has an active internship program. 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. Our internships for WYEP were suspended as there is not a way to conduct the internships in a remote environment. The lengths of the internships follow the school semesters. During the period of April 1, 2020 – March 31, 2021, there were 6 interns from the following universities: Robert Morris University, University of Pittsburgh, The George Washington University, Duquesne University, Carnegie Mellon University, and Westminster College. 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 conferences and training events:

1. January 2021 – ongoing - Membership Leadership Mentor
2. July 2020 – ongoing: Underwriting Leadership Mentor
3. August 5-8, 2020 – NABJ & NAHJ Career Fair and Convention. Attendee: Government and Accountability Reporter
4. September 2020-January 2021 - The Corporation for Public Broadcasting Editorial Integrity and Leadership Initiative. Attendee: Managing Editor

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

1. June 15, 2020 – University of Pittsburgh Virtual Career Fair for Graduates Attendee: V.P. of HR
2. October 15, 2020 – Chatham University Virtual Job and Internship Fair. Attendee: V.P. of HR
3. November 4, 2020 – Duquesne University Fall 2020 Virtual Government, Non-profit, and Human Services Career Fair. Attendee: V.P. of HR
4. February 25, 2021 – Chatham University Virtual Job and Internship Fair. Attendee: V.P. of HR
5. March 10, 2021 – Carnegie Mellon University Inaugural Host Site Virtual Fair. Attendee: Intern Supervisor

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

1. Harassment Prevention Training Program October 2020. CPB requirement. Training was provided individually to the staff through Navex online portal.
2. Uncovering Bias – February 2, 2021. All management level staff participated in a webinar training through the Bayer Center for Nonprofits at Robert Morris University.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/20/2020	Daily Show Editor	PCBC/WESA/WYEP website
10/05/2020	Reporter	Employee Referral

10/19/2020	Director, Institutional & Special Giving	Board Member Referral
11/16/2020	Daily Show Producer	Current.org magazine
1/25/2021	Data Administrator	PCBC/WESA/WYEP website
3/1/2021	Individual Giving Manager	Nonprofit Talent search firm referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 24

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
PCBC/WESA/WYEP websites	5
Employee/Board Member Referral	5
Internal Candidate	5
Current.org magazine	1
Journalism Jobs	1
Nonprofit Talent search firm	4
Unknown	3

RECRUITING SOURCES USED

Job Title of Position: Daily Show Editor Date of Hire 7/20/2020

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		
National Association of Black Journalists (NABJ)	N	https://www.nabj.org/		
Current magazine	N	https://current.org/		
African American Chamber of Commerce of	Y	436 Seventh Avenue, Suite 2220 Pittsburgh, PA. 15219	Shawn Hicks	412-392-0610 shawn@aaccwp.com

Western PA				
National Association of Hispanic Journalists (NAHJ)	N	http://nahj.org/		
Asian American Journalist Association (AAJA)	N	https://www.aja.org/		
JournalismNext	N	www.journalismnext.com		
Point Park University	N	joinhandshake.com		
Carnegie Mellon University	N	joinhandshake.com		
University of Pittsburgh	N	joinhandshake.com		
Robert Morris University	N	joinhandshake.com		
Chatham University	N	joinhandshake.com		
Duquesne University	N	joinhandshake.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: Reporter Date of Hire: 10/05/2020

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
NAHJ	N	http://nahj.org/		
JournalismNext	N	www.journalismnext.com		

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Point Park University	N	joinhandshake.com		
Carnegie Mellon University	N	joinhandshake.com		
University of Pittsburgh	N	joinhandshake.com		
Robert Morris University	N	joinhandshake.com		
Chatham University	N	joinhandshake.com		
Duquesne University	N	joinhandshake.com		
Journalism Jobs	N	Journalismjobs.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: Director, Institutional & Special Giving Date of Hire: 10/19/2020

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		
Greater Public	N	Greaterpublic.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

* 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: Daily Show Producer Date of Hire: 11/16/2020

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
NAHJ	N	http://nahj.org/		
JournalismNext	N	www.journalismnext.com		
Point Park University	N	joinhandshake.com		
Carnegie Mellon University	N	joinhandshake.com		
University of Pittsburgh	N	joinhandshake.com		
Robert Morris University	N	joinhandshake.com		
Chatham University	N	joinhandshake.com		
The New Pittsburgh Courier	N	Newpittsburghcourier.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: Data Administrator Date of Hire: 1/25/2021

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
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, LLC	N	https://nonproftalent.com/		
Point Park	N	joinhandshake.com		

University				
Carnegie Mellon University	N	joinhandshake.com		
University of Pittsburgh	N	joinhandshake.com		
Robert Morris University	N	joinhandshake.com		
Duquesne University	N	joinhandshake.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: Individual Giving Manager Date of Hire: 3/01/2021

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
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
Greater Public	N	https://www.greaterpublic.org/		
Nonprofit Talent, LLC	N	https://nonproftalent.com/		
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Current	N	Current.org		

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