

2022 ANNUAL EEO PUBLIC FILE REPORT

Pittsburgh Community Broadcasting Corporation

Stations:	WESA(AM), Pittsburgh, PA WYEP-FM, Pittsburgh, PA
Reporting Period:	April 1, 2021 – March 31, 2022
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 Vice President, Human Resources & Organizational Development 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, 2021 – March 31, 2022, there were 11 interns from the following universities: University of Pittsburgh, The George Washington University, Duquesne University, Carnegie Mellon University, Clarion University, North Carolina State University, Northwestern 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 virtual conferences and virtual training events:

1. January 2021 – July 2021 - Membership Director Leadership Mentor
2. June 2021 - Investigative Reporters and Editors Conference Attendee: Reporter
3. July 2021 – Society of Broadcast Engineers Mentorship Program Attendee: Engineer
4. August 2021- ongoing - Public Radio Association of Development Officers Mentor Program Attendee: Member Services Manager
5. September 2021 – CPB’s Intro to Financial Reporting Attendee: Bookkeeper
6. December 2021 – Diving into Data Workshop Attendee: Reporter
7. March 21, 2022 – April 29, 2022 – Trust 101: Earning Trust with Communities of Color Attendees: Managing Editor, Producer

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

1. September 1, 2021 – Carnegie Mellon University Virtual Event: Heinz College Public Service Fair 2021 Attendee: V.P. of HR
2. September 30, 2021 – Point Park University Rowland School of Business Virtual Career Fair. Attendee: V.P. of HR
3. November 11, 2021 – Point Park University School of Communication Virtual Career Fair Attendee: V.P. of HR
4. February 8, 2022 – Spring 2022 Virtual Internship and Job Career Fair. Attendee: V.P. of HR
5. February 25, 2022 – The Craig Newmark Graduate School of Journalism at CUNY Virtual Internship Fair. Attendee: V.P. of HR
6. March 24, 2022 – Carnegie Mellon University Virtual Non-Profit Connections Career Fair 2022. Attendee: Intern Supervisor

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 2021. CPB requirement. Training was provided individually to the staff through Everfi online portal.
2. Unity by Design: Creating an Inclusive

- Workplace. Society for Human Resource Management. February 2022 Attendee: V.P. of HR
3. Linking DEI and Harassment Prevention Initiatives. Society for Human Resource Management. March 2022 Attendee: V.P. of HR
 4. Fault Lines: Making the Case for Diversity via Poynter Institute Digital Transformation Project. February 2022 – ongoing. Attendees: CEO, VP of Broadcasting, VP of Human Resources, VP of Audiences and Revenue, Executive Editor, Program Director WYEP, Director of Marketing, Director of Digital News Initiatives

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/12/2021	Executive Editor	Employee Referral
9/29/2021	Managing Editor	Employee Referral
11/8/2021	Engineering & IT Technician	Employee Referral
12/13/2021	Director, Marketing	PCBC/WESA/WYEP websites
1/18/2022	Creative Services Producer	PCBC/WESA/WYEP websites
3/11/2022	Major Giving Associate	PCBC/WESA/WYEP websites

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 25

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
PCBC/WESA/WYEP websites	5
Employee/Board Member Referral	7
LinkedIn	7
Corporation for Public Broadcasting	3
Current	1
Greater Public	1
Internal Recruit	1

RECRUITING SOURCES USED

Job Title of Position: Executive Editor Date of Hire 5/12/2021

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
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 Western PA	Y	436 Seventh Avenue, Suite 2220 Pittsburgh, PA. 15219	Shawn Hicks	412-392-0610 shawn@aaccwp.com
National Association of Hispanic Journalists (NAHJ)	N	http://nahj.org/		
Asian American Journalist Association (AAJA)	N	https://www.aaja.org/		
JournalismNext	N	www.journalismnext.com		
LinkedIn	N	https://www.linkedin.com/		
Radio Television Digital News Association	N	www.rtdna.com		
National Association for Multi-Ethnicity in Communications	N	https://namic.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: Managing Editor Date of Hire: 9/29/2021

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
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		
AAJA	N	https://www.aja.org/		
Journalism Jobs	N	Journalismjobs.com		
Online News Association	N	https://journalists.org/		
Native American Journalists Association (NAJA)	N	https://naja.wildapricot.org/		
LinkedIn	N	https://www.linkedin.com/		
Investigative Reporters and Editors	N	https://www.ire.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: Engineering & IT Technician Date of Hire: 11/8/2021

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

Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Chatham University	N	joinhandshake.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
Washington Jefferson College	N	joinhandshake.com		
Fordham University	N	joinhandshake.com		
Point Park University	N	joinhandshake.com		
Carnegie Mellon University	N	joinhandshake.com		
Duquesne University	N	joinhandshake.com		
LinkedIn	N	https://www.linkedin.com/		
Broadcast Career Link	N	https://www.broadcastcareerlink.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, Marketing Date of Hire: 12/13/2021

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
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/		
New Pittsburgh Courier	N	https://newpittsburghcourier.com/	Allison Palm	

African American Marketing Job Board	N	https://www.aa-ma.org/marketing-jobs/		
Vibrant Pittsburgh	N	http://vibrantpittsburgh.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: Creative Services Producer Date of Hire: 1/18/2022

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/		
Current	N	https://current.org/		
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Point Park University	N	joinhandshake.com		
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: Major Giving Associate Date of Hire: 3/11/2022

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

				.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		
Vibrant Pittsburgh	N	http://vibrantpittsburgh.org/		
LinkedIn	N	https://www.linkedin.com		

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