

2023 ANNUAL EEO PUBLIC FILE REPORT

Pittsburgh Community Broadcasting Corporation

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

Reporting Period: April 1, 2022 – March 31, 2023

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, 2022 – March 31, 2023, there were 7 interns from the following universities: University of Pittsburgh, New York 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. January 1 – December 31, 2022 – Society of Broadcast Engineers Mentorship Program. Attendee: Engineer
2. July 31, 2022 – August 2, 2022 – Station Resource Group Retreat. Attendee: Vice President, Human Resources
3. December 1, 2022 – Building a Successful Internship Program Attendee: Digital Editor

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

1. August 31, 2022 – Carnegie Mellon University Event: Heinz College Public Service Fair 2022 Attendee: V.P. of HR, Intern Supervisor
2. January 31, 2023 – Bucknell Career Fair. Attendee: Senior Vice President
3. February 8, 2023 – Fordham University Career Fair. Attendee: Senior Vice President
4. March 15, 2023 – Carnegie Mellon 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. Advancing Equity in Public Media. April 21, 2022 Presented by Greater Public. Attendee: Director, Programming and Operations
2. Harassment and Implicit Bias Prevention Training Program May 2022. CPB requirement. Training was provided individually to the staff through Everfi online portal.
3. DEI – Building a Foundation. October 27, 2022 and November 2, 2022. Attendees: Director, Institutional & Special Giving, Senior Vice President
4. The Leader’s Role in DEI Work – February 17, 2023. Presented by Greater Public. Attendee: Senior Vice President
5. IDEA 101 – DEI Workshop March 3 and 6, 2023. Presented by Diaz Inclusion Consulting. All staff and managers attended the workshop.
6. Unconscious Bias/Bias Awareness Training – DEI Workshop March 20 and 24, 2023. Presented by Diaz Inclusion Consulting. All staff and managers attended the workshop.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
4/11/2022	Accountant	Indeed.com
6/27/2022	Controller	Recruiting Firm
05/06/2022	Reporter	Unknown
9/12/2022	Individual Giving Manager	PCBC website
10/03/2022	On-Air Host	Corporation for Public Broadcasting
10/06/2022	Reporter	PCBC website
10/10/2022	Director, Media Sales	LinkedIn
12/01/2022	Digital Producer	Employee Referral
12/05/2022	Asst. Marketing Manager	Handshake
12/12/2022	Events Manager	PCBC Website
01/03/2023	On-Air Host	LinkedIn

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
PCBC/WESA/WYEP websites	4
Employee/Board Member Referral	2
LinkedIn	11
Corporation for Public Broadcasting	3
Current	4
Indeed	3
Nonprofit Talent	2
Handshake	1
Recruiting Firm	2
Think Public Media	1
Journalism Jobs	1
Internal Candidate	1
Unknown	5
Total	40

RECRUITING SOURCES USED

Job Title of Position: Accountant Date of Hire 4/11/2022

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
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
National Association for Black Accountants	N	https://nabainc.org/		
Indeed.com	N	https://www.indeed.com/		
Vibrant Pittsburgh	N	http://vibrantpittsburgh.org/		
LinkedIn	N	https://www.linkedin.com/		
ZipRecruiter	N	https://www.ziprecruiter.com/		
Handshake	N	https://app.joinhandshake.com/		
Barefoot Student	N	BarefootStudent.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: Controller Date of Hire: 6/27/2022

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
Corporation for	N	https://www.cpb.org/jobline		

Public Broadcasting		ne		
Private Recruiting Firm	N			
LinkedIn	N	https://www.linkedin.com/		
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
National Society of Black CPAs	N	https://nsbcpa.mcjobboard.net/jobs		

* 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: 05/06/2022

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
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Native American Journalists Association	N	https://najanewsroom.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
Online News Association	N	https://journalists.org/		
Asian American Journalists Association	N	https://www.aaaja.org/		
Current	N	Jobs.current.org		
Investigative Reporters and Editors	N	https://www.ire.org/		
Journalism Next	N	https://www.journalismn		

		ext.com/		
LinkedIn	N	https://www.linkedin.com/		
National Association of Black Journalists	N	https://nabjonline.org/		
Pennsylvania News Media Association	N	https://panewsmedia.org/		
National Association of Hispanic Journalists	N	https://nahj.org/		
Journalism Jobs	N	https://www.journalismjobs.com/		
Vibrant Pittsburgh	N	http://vibrantpittsburgh.org/		
South Asian Journalists Association	N	https://www.saja.org/		
Public Media Journalists Association	N	https://www.pmja.org/		
New Pittsburgh Courier	N	https://newpittsburghcourier.com/	Allison Palm	

* 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: 09/12/2022

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
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		
African American Development Officers	N	https://www.aadonetwork.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: On-Air Host Date of Hire: 10/03/2022

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		
Journalism Jobs	N	https://www.journalismjobs.com/		
National Association of Black Journalists	N	https://nabjonline.org/		
Asian American Journalists Association	N	https://www.aaja.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: Reporter Date of Hire: 10/06/2022

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@pittsburghco

				mmunitybroadcasting.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 Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Online News Association	N	https://journalists.org/		
National Association of Black Journalists	N	https://nabjonline.org/		
Asian American Journalists Association	N	https://www.aaja.org/		
Journalism Next	N	https://www.journalismnext.com/		
Public Media Journalists Association	N	https://www.pmja.org/		
National Association of Hispanic Journalists	N	https://nahj.org/		
Pennsylvania News Media Association	N	https://panewsmedia.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, Media Sales Date of Hire: 10/10/2022

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	Y	436 Seventh Avenue, Suite 2220	Shawn Hicks	412-392-0610 shawn@aaccwp.com

Commerce of Western PA		Pittsburgh, PA. 15219		
Greater Public Corporation for Public Broadcasting	N	https://greaterpublic.org/		
Current	N	Current.org		
Vibrant Pittsburgh	N	http://vibrantpittsburgh.org/		
LinkedIn	N	https://www.linkedin.com		
Private Recruiting Firm	N			

* 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: Digital Producer Date of Hire: 12/01/2022

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		
Online News Association	N	https://journalists.org/		
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Radio Television Digital News Association	N	https://www.rtdna.org/		
Journalism Jobs	N	https://www.journalismjobs.com/		
Asian American Journalists Association	N	https://www.aaaja.org/		
National Association of	N	https://nahj.org/		

Hispanic Journalists				
Journalism Next	N	https://www.journalismnext.com/		
Native American Journalists Association	N	https://najanewsroom.com/		
Current	N	Current.org		
Pennsylvania News Media Association	N	https://panewsmedia.org/		

Job Title of Position: Assistant Marketing Manager Date of Hire: 12/05/2022

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
Nonprofit Talent	N	https://nonproftalent.com/		
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Vibrant Pittsburgh	N	http://vibrantpittsburgh.org/		
LinkedIn	N	https://www.linkedin.com		
ZipRecruiter	N	https://www.ziprecruiter.com/		
Handshake	N	https://app.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: Events Manager Date of Hire: 12/12/2022

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@pittsburghco

				mmunitybroadcasting.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
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Vibrant Pittsburgh	N	http://vibrantpittsburgh.org/		
LinkedIn	N	https://www.linkedin.com		
ZipRecruiter	N	https://www.ziprecruiter.com/		
Greater Public	N	https://greaterpublic.org/		

Job Title of Position: On-Air Host Date of Hire: 01/03/2023

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
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	N	www.nahjcareers.com		
Online News Association	N	https://journalists.org/		
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Radio Television Digital News Association	N	https://www.rtdna.org/		
Journalism Jobs	N	https://www.journalismjobs.com/		
National Association of Black Journalists	N	https://nabjonline.org/		

Asian American Journalists Association	N	https://www.aja.org/		
Journalism Next	N	https://www.journalismnext.com/		
Native American Journalists Association	N	https://najanewsroom.com/		
Current	N	Current.org		
Pennsylvania News Media Association	N	https://panewsmedia.org/		