

2019 ANNUAL EEO PUBLIC FILE REPORT

Pittsburgh Community Broadcasting Corporation

Station(s):

91.3 WYEP (FM), 90.5 WESA (FM)
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.

Community of License: Pittsburgh

Reporting Period:

March 31, 2018 – March 28, 2019

No. of Full-time Employees: 56

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.*

Both WYEP and WESA have active internship programs. The Director of HR oversees the program. The program is open to students currently enrolled in secondary education. WESA offers two types of internships; one as a newsroom intern which teaches students to produce broadcast and digital journalism, and another as a production intern which teaches students broadcast production of a live daily show. WYEP offers students a music internship which teaches them programming and preparing music for broadcast. The lengths of the internships follow the school semesters. During the period of March 31, 2018 – March 28, 2019, there were 9 interns from the following universities: American University, Carnegie Mellon University, Northwestern

University, Point Park University, and University of Pittsburgh. The openings are posted via Handshake, which allows for 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.*

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:

1. Education Writers Association Training Feb. 2019 – Attendees: Sarah Schneider
2. Poynter Institute Reporters & Editors in Multi-Platform Newsrooms May 2018 – Attendees: Katie Blackley
3. PRNDI Editor Training June 2018 – Attendees: Larkin Page-Jacobs, Elizabeth Reid
4. PRNDI Conference June 2018 – Patrick Doyle
5. Public Media Women in Leadership Advance Program March 2019 – Attendees: Elizabeth Reid

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

1. September 6, 2018 - Carnegie Mellon University's Pittsburgh Summer Internship Program Breakfast. Attendees: Newsroom Director
2. February 21, 2019 – Chatham Internship and Job Mixer. Attendees: Director of HR and Katie Blackley (oversees interns for the newsroom).
3. The Newsroom Director participated on a panel at Carnegie Mellon University on November 12, 2018. The panel was titled *Pathways Career Exploration*. It is a class that exposes students to

different job possibilities.

4. February 4, 2019 – Jumpstart 2019 Career Fair at Carnegie Mellon University. Attendees: Director of HR.
5. February 7, 2019 – Spring Internship and Job Fair 2019 at Point Park University. Attendees: Director of HR

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

Harassment Prevention Training Program September 2018. CPB requirement. Training was provided individually to the staff through Navex online portal.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/11/2019	Underwriting Account Executive	Referral/word of mouth
12/10/2018	Development Services Coordinator	Nonprofit Talent
10/31/2018	Digital Producer – Government	Think Public Media
9/5/2018	Operations & Engineering Technician	Referral/internal
8/27/2018	Underwriting Account Executive	PCBC website
8/20/2018	IT Manager	Referral/word of mouth
4/23/2018	Government Producer/Reporter	Referral/word of mouth

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 26

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
PCBC Website	4
CPB Website	1
Nonprofit Talent	4
Indeed	1
Current	2
LinkedIn	2
Think Public Media	1
Referral/word of mouth	11

RECRUITING SOURCES USED

Job Title of Position: Underwriting Account Executive Date of Hire: 3/11/2019

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
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Nonprofit Talent	N	https://nonproftalent.com/		
Greater Public	N	https://www.greaterpublic.org/		
Social Media	N	https://www.linkedin.com/		
African American Chamber of	N	436 Seventh Avenue, Suite 2220	Shawn Hicks	412-392-0610 shawn@aaccwp.com

Commerce of Western PA		Pittsburgh, PA. 15219		
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* 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: Development Services Coordinator

Date of Hire: 12/10/2018

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
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Nonprofit Talent	N	https://nonproftalent.com/		
New Pittsburgh Courier	N	315 East Carson Street Pittsburgh, PA 15219	Camille Robinson	ads@newpittsburghcourier.com 412-481-8302, ext. 128.
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.

Job Title of Position: Digital Producer - Government

Date of Hire: 10/31/2018

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
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
NABJ	N	https://www.nabj.org/		
NAHJ	N	http://nahj.org/		
Duquesne University	N	https://app.joinhandshake.com/jobs/1865545		
LinkedIn	N	https://www.linkedin.com/		
AAJA	N	https://www.aaja.org/		
Point Park	N	https://app.joinhandshake		

University		.com/jobs/1865545		
Robert Morris University	N	https://app.joinhandshake.com/jobs/1865545		
Carnegie Mellon University	N	https://app.joinhandshake.com/jobs/1865545		
University of Pittsburgh	N	https://app.joinhandshake.com/jobs/1865545		

* 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: Operations and Engineering Technician Date of Hire: 9/5/2018

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

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

The position was added to assist with a massive studio upgrade that was in progress and accelerating. The scale of the studio project consisted of complete rebuilds of two master control rooms, three news booths and three studios, equipment upgrades, installing of new wiring and migrating to new traffic and automation systems. The scope of the project wasn't fully realized until after the work had begun. The entire investment in the studio rebuilds and software changes was significant to the organization and required immediate, fulltime help. The position needed to be filled quickly so as to not delay the schedule of work and to limit our exposure to additional, unforeseen costs. The position was opened and resumes were submitted. A contractor that was familiar with the project applied and was hired.

Job Title of Position: Underwriting Account Executive Date of Hire: 8/27/2018

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
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Nonprofit Talent	N	https://nonproftalent.com/		
New Pittsburgh Courier	N	315 East Carson Street Pittsburgh, PA 15219	Camille Robinson	ads@newpittsburghcourier.com 412-481-8302, ext. 128.
LinkedIn	N	https://www.linkedin.co		

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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.

Job Title of Position: IT Manager Date of Hire: 8/20/2018

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
Nonprofit Talent	N	https://nonproftalent.com/		
New Pittsburgh Courier	N	315 East Carson Street Pittsburgh, PA 15219	Camille Robinson	ads@newpittsburghcourier.com 412-481-8302, ext. 128.
LinkedIn	N	https://www.linkedin.com/		
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.

Job Title of Position: Government Producer/Reporter Date of Hire: 4/23/2018

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
Corporation for Public Broadcasting	N	https://www.cpb.org/jobline		
Current	N	https://current.org/		
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.