WQED MULTIMEDIA
Annual EEO Public File Report
April 1, 2017 – March 31, 2018

This report covers the employment unit consisting of Stations WQED(TV) and
WQED-FM, Pittsburgh, Pennsylvania, and WQEJ(FM), Johnstown,
Pennsylvania. It includes a list of all full-time vacancies filled by the employment
unit during the preceding year, identified by job title; for each such vacancy, the
recruitment source(s) utilized to fill the vacancy (including, if applicable,
obligations entitled to notification, which are separately identified), identified by
name, address, contact person and telephone number; the recruitment source
that referred the hiree for each full-time vacancy during the preceding year; data
reflecting the total number of persons interviewed for full-time vacancies during
the preceding year and the total number of interviewees referred by each
recruitment source utilized in connection with such vacancies; and a list and brief
description of recruitment initiatives undertaken during the preceding year.

RECRUITMENT REPORT

WQED Multimedia is an equal opportunity employer and is dedicated to providing
broad outreach regarding job vacancies. We seek the help of local organizations
in referring qualified applicants to our station; therefore organizations that wish to
receive our vacancy information should contact the Human Resources
Department at WQED Multimedia by calling (412) 622-1372.

WQED Multimedia posted and filled the following full-time vacancies from April 1,
2017 through March 31, 2018. For purposes of this Report, a position was
demed filled when the hire who has accepted the job offer reports for work.
Also, in an ongoing effort to seek qualified Sales & Underwriting Department
candidates, we list year long postings for all Account Executives/Representative
positions on our website at www.wqed.org.

<table>
<thead>
<tr>
<th>Position</th>
<th>Hire Date</th>
<th>Recruitment Sources* and Number of Interviewees Referred by Recruitment Source</th>
<th>Number Interviewed</th>
<th>Hiring Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Corporate Support</td>
<td>6/5/17</td>
<td>A1(1), A2, A3, A7, A8 (2), B1, C6,</td>
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<td>A1</td>
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<tr>
<td>Engineer/Maintenance Technician</td>
<td>8/22/17</td>
<td>A1(1), A2, A3, A7, A8, B(1), B8, C6, E7</td>
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<td>A1</td>
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<tr>
<td>Development Associate</td>
<td>8/22/17</td>
<td>A1, A2, A3, A7, B1(3), C6, K7 (1)</td>
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<td>B1</td>
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<tr>
<td>Account Executive</td>
<td>10-16-17</td>
<td>A1(1), A2, A3, A7 (1), A8, B (2), C6,</td>
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<td>A1</td>
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<tr>
<td>Associate Producer</td>
<td>12/11/17</td>
<td>A1(3), A2, A3, A7 (2), B(1), C (1), C6, E7, K5 (1)</td>
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<td>A7</td>
</tr>
<tr>
<td>Position</td>
<td>Hire Date</td>
<td>Recruitment Sources* and Number of Interviewees Referred by Recruitment Source</td>
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<td>Hiring Source</td>
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<td>-----------------------------------------------</td>
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<tr>
<td>Digital Content Associate</td>
<td>12/18/17</td>
<td>A1, A2, A3, A7(3), C(2), C6, E7,</td>
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<td>C</td>
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<tr>
<td>Digital Engagement Specialist</td>
<td>1/8/18</td>
<td>A1(1), A2, A3, A7, B1, B(2), C6, K5(1)</td>
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<td>B</td>
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<tr>
<td>Donor Engagement and Events Specialist</td>
<td>1/22/18</td>
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<td>A1</td>
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<tr>
<td>Data Metrics Analyst</td>
<td>2/12/18</td>
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<td>A1</td>
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<tr>
<td>Managing Director of Corporate and Community Affairs</td>
<td>2/20/18</td>
<td>A1(1), A2, A3, A7, B1(1), C6, K6 (1)</td>
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<td>A1</td>
</tr>
</tbody>
</table>

*Recruitment Source codes of Contact Organizations: Excel Spreadsheet

RECRUITMENT INITIATIVES

1. **INTERNSHIP PROGRAM**

WQED Multimedia provides unpaid internships to college students in areas of Development and Membership, Digital Media Production, Education, FM Radio, and TV Production, both during the school year and the summer. We strive to provide one of the top multimedia internship programs in the region and to ensure that every intern has a positive experience with meaningful activities and tasks that are relevant and real. In order to seek qualified candidates for internships, WQED lists yearlong postings available for students to apply for on the WQED website at www.wqed.org as well as sending announcements to the career services centers of regional educational institutions. During the past year we have had 15 interns.

2. **PARTICIPATION IN JOB FAIRS**

During this reporting period WQED has been represented at 2 job fairs:

- (1) Jason Argenas of Human Resources represented WQED at the CCAC - Allegheny Campus Fall Job Fair on October 18, 2017 at CCAC Allegheny Campus.

- (2) Jason Argenas of Human Resources represented WQED at the BCCC - Future Fair on March 28, 2018 at BCCC Campus.
3. LISTING EACH UPPER-MANAGEMENT LEVEL OPENING IN A JOB BANK OR NEWSLETTER OF A MEDIA TRADE GROUP WITH A BROAD BASED MEMBERSHIP, INCLUDING THE PARTICIPATION OF WOMEN AND MINORITIES.

During the period 4/1/17-3/31/18 WQED has posted all upper management level openings to the job bank of the Pennsylvania Association of Broadcasters.