

WQED MULTIMEDIA
Annual EEO Public File Report
April 1, 2019 – March 31, 2020

This report covers the employment unit consisting of Stations WQED(TV) and WQED-FM, Pittsburgh, Pennsylvania, and WQED(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, organizations 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, 2019 through March 31, 2020. For purposes of this Report, a position was deemed 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.

Position	Hire Date	Recruitment Sources* and Number of Interviewees Referred by Recruitment Source	Number Interviewed	Hiring Source
Corporate Support Administrative Assistant	10/15/19	A1(1), A2, A3, A7, B(2), B1(1), C6, K5, K7	4	B1
Donor Relations Specialist	10/15/19	A1(2), A2, A3, A7, B(1) B1(1), C6, K5, K7	4	B1

***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, Public Relations, 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 on the WQED website at www.wqed.org as well as sending announcements to educational institutions listed on the recruiting sources listed. During the past year we have had 18 interns.

2. PARTICIPATION IN JOB FAIRS

During this reporting period WQED was scheduled for participation in 2 Job Fairs, both to be held at Community College of Allegheny County (CCAC). WQED attended the first job fair held in October 2019. The second fair, scheduled to be held March 18, 2020, was cancelled at the last minute due to the worldwide Coronavirus outbreak and subsequent local, state and federal restrictions on gatherings of large groups.

- (1) Jason Argenas of Human Resources represented WQED at the CCAC - Allegheny Campus Fall Job Fair on October 2, 2019 at CCAC Allegheny Campus.
- (2) Jason Argenas of Human Resources was scheduled to represent WQED at the CCAC - Allegheny Campus Spring Job Fair at CCAC Allegheny Campus to be held on March 18, 2020, which Job Fair was cancelled due to the Coronavirus outbreak. At that time no other Job Fairs were being held or were available for attendance.

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 4/1/19-3/31/20 WQED has posted all upper management level openings to the job bank of the Pennsylvania Association of Broadcasters.

4. PROVIDED TRAINING TO MANAGEMENT LEVEL PERSONNEL AS TO THE PREVENTION OF DISCRIMINATION IN THE WORKPLACE.

An on-line training for management level personnel was completed by all employees by August 31, 2019. The title of the training was, "Workplace Harassment 7 General Edition".