

**WQED MULTIMEDIA**  
**Annual EEO Public File Report**  
**April 1, 2025 – March 31, 2026**

This report covers the employment unit consisting of stations WQED-TV, WQED-FM in Pittsburgh, Pennsylvania, and WQEJ-FM in Johnstown, Pennsylvania. It includes a list of all 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, identified by name, address, contact person (if available), 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, 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) 622-1317.

WQED Multimedia posted and filled the following full-time vacancies from April 1, 2025, through March 31, 2026. 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 yearlong postings for all Account Executives/Representative positions on our website at [www.wqed.org](http://www.wqed.org).

<b>Position</b>	<b>Hire Date</b>	<b>Recruitment Sources* &amp; Number of Interviewees Referred by Recruitment Source</b>	<b>Number Interviewed</b>	<b>Hiring Source</b>
Director of Development Operations	4/8/2025	A-1, D-9	10	A
Vice President of Programming & Distribution	5/01/2025	A-2, C-1, E-2	5	A
Creative Project Manager	3/4/2026	A-12,B-1, C-12, D-5, G-1	31	A
Video Editor / Producer	3/24/2026	A-4, C-4, D-2, F-1, H-1	12	A

***\*Recruitment Source codes of Contact Organizations: Excel Spreadsheet***

**Recruitment Sources**

Source Codes	Organization	Contact Person	Address	City	State	Zip	Phone	Email Address / Website
A	WQED Multimedia	Sonya Dietz	4802 Fifth Avenue	Pittsburgh	PA	15213	412-622-1300	wqed.org/careers
B	Public Media Business Association	-	2365 Harrodsburg Rd., Ste. A325	Lexington	KY	40504	240-844-3600	pmbaonline.org
C	LinkedIn.com	-	1000 W Maude Avenue	Sunnyvale	CA	94085		linkedin.com
D	Indeed.com	-	Indeed Tower, 200 W 6th Street, Floor 36	Austin	TX	78701		indeed.com
E	Corporation for Public Broadcasting	-	401 9th St., NW	Washington	DC	20004-2129	202-879-9600	cpb.org/jobline
F	Google for Jobs	-	1600 Amphitheatre Parkway	Mountain View	CA	94043	650-253-0000	jobs.google.com
G	PA Association of Nonprofits	-	4801 Lindle Road	Harrisburg	PA	17111	717-236-8584	Pano.org/jobs
H	Glassdoor	-	100 1 <sup>st</sup> Street	San Francisco	CA	94105	415-339-9105	Glassdoor.com
I	Facebook	-	1 Hacker Way	Menlo Park	CA	94025		Facebook.com
J	Vibrant Pittsburgh	-	213 Smithfield Street, Suite 216	Pittsburgh	PA	15222	412-281-8600	Vibrantpittsburgh.org
K	Greater Public	-	PO Box 303279	Austin	TX	78703-0055	800-454-2314	Greaterpublic.org/jobs
L	PA Career Link	-	300 Penn Center Blvd., Bldg. 3, Floor 8	Pittsburgh	PA	15235	412-248-5627	Pacareerlink.pa.gov
M	Monster	-	133 Bostob Post Road	Weston	MA	02493		Monster.com

## INITIATIVES

### 1. INTERNSHIP PROGRAM

WQED Multimedia provides both paid and unpaid internships to college students in areas of Education, FM Radio, Marketing, and 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. In order to seek qualified candidates for internships, WQED lists yearlong postings on its website, wqed.org. During the past year we have had 12 interns:

<b>Semester</b>	<b>Months</b>	<b># of Interns / Department</b>	<b>Schools</b>
Spring 2025	January-May	3 – Arts & Culture	University of Pittsburgh, Community College of Allegheny County, Duquesne University
Summer 2025	June-August	4 – Arts & Culture	Chatham University, Community College of Allegheny County, Point Park University, Duquesne University
Fall 2025	September-December	1 – Arts & Culture	Duquesne University
Fall 2025	October - December	2 – Education	University of Pittsburgh
Spring 2026	January-March	2 – Education	University of Pittsburgh

\*Following loss of federal funding, WQED paused new internships as of August 2025.\*

### 2. PARTICIPATION IN JOB FAIRS

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

- Fatima Trimble represented WQED at the Community College of Allegheny County Spring Job Fair on April 29, 2025, at the Allegheny Campus.
- Fatima Trimble represented WQED at the Chatham University Career Fair on Wednesday, March 25, 2026.

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 reporting period, WQED posted its Vice President of Programming & Distribution job opening with the Corporation of Public Broadcasting Jobline.

4. PRESENTED/PARTICIPATED IN FOUR (4) PROFESSIONAL DEVELOPMENT TRAINING SESSIONS

October 8, 2025:	Penn West University	60 participants
December 4, 2025:	Washington & Jefferson College	10 participants
February 26, 2026:	Washington & Jefferson College	16 participants
February 26, 2026:	Seton Hill University	35 participants

Topics included PBS 101: Lesson Planning and PBS Kids: Resources for Preschool Families.