

2018 ANNUAL EEO PUBLIC FILE REPORT Connecticut Public Broadcasting, Inc.

Stations: WEDH, Hartford, Connecticut (TV)
WEDN, Norwich, Connecticut (TV)
WEDY, New Haven, Connecticut (TV)
WEDW, Bridgeport, Connecticut (TV)
WPKT, Norwich, Connecticut (FM)
WNPR, Meriden, Connecticut (FM)
WEDW-FM, Stamford, Connecticut (FM)
WRLI-FM, Southampton, NY (FM)

Reporting Period: December 1, 2017 – November 30, 2018

No. of Full-time Employees: More than 10

During the reporting period, a total of **11 full-time positions** were filled. 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.

The station has a robust internship program designed to train students and members of the community to acquire skills needed for broadcast employment. Twenty-two (22) students participated in internships during the reporting period in the following areas: Media Lab, WNPR news reporting, WNPR talk shows, and education. These internships were offered during the spring, summer, and fall semesters for approximately 8-10 week periods.

Listed each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

The station advertises job openings in job banks or internet programs as follows: Connecticut Broadcasters Association, the Corporation for Public Broadcasting, and the PBS intranet.

Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

(1) In 2017, the station established its annual Women's Leadership scholarship which is awarded to one (1) student in the community pursuing a degree in communications at a local university. On May 24, 2018, the station awarded this scholarship to a student from Bristol Central High School who is now attending the University of Connecticut.

(2) The station provides a year-long educational fellowship to one (1) graduating college student. The fellowship, funded by a grant from the Newman's Own Foundation, is designed to train the student for career in broadcasting and/or communications.

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

The station operates a State of Connecticut-accredited occupational school called the *Institute for Advanced Media (IAM)* where veterans returning from Iraq and Afghanistan are trained in television video production, editing, and project management. Approximately 38 students were enrolled in the IAM during the reporting period.

Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

The station sponsors training programs for its employees on a variety of topics including computer graphics and animation, media management, new media, TV and radio production, etc. and participates in a consortium with twelve (12) local colleges and universities under a tuition reimbursement program. In 2018, two (2) employees took undergraduate and graduate-level courses at local colleges under the tuition reimbursement program.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/25/17	Traffic Coordinator	Employee Applicant
12/25/17	WNPR Reporter	Employee Referral
2/5/18	Event Coordinator	Indeed.com
2/19/18	Digital Media Producer	Indeed.com
3/19/18	Audience Care Processing Coordinator	Former Employee Referral
7/9/18	Director of Human Resources	Indeed.com
8/6/18	Senior Art Director/Graphic Designer	Connecticut Public website (Ctpublic.org)
9/3/18	Audion Reporting Fellow	Indeed.com
9/17/18	NENC/NEXT Producer	Employee Referral
10/15/18	Politics Producer	Employee Referral
11/12/18	Director of Digital and Technology Solutions	Employee Applicant

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 59

RECRUITMENT SOURCES REFERRING INTERVIEWEES DURING REPORTING PERIOD	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Employee Referral	10
Public Media Facebook Group	1
CT Hires Job Board	1
Connecticut Public website (Ctpublic.org)	14
Indeed.com	30
Employee Applicant	2
Recruitment Firm	1

Recruitment Sources				
For All Full-time Job Openings				
	Source Contact Person	Recruiting/Referral Source	Source Address	Telephone Number/Email and/or Web Address of Source
1	Suzanne Yurko Wall (Dean of Students)	Albertus Magnus College	700 Prospect Street; New Haven, CT 06511	203.752.3063 and 203.773.8984 Email: yurkowall@albertus.edu
2	Dr. Norm Pollard (Dean of Students)	Alfred University	1 Saxon Drive; Alfred, NY 14802	607-871-2132
3	Sharon Jefferson, Recruiting and Events Administrator	Amherst College	Loeb Center; 220 South Pleasant Street; Amherst, MA 01002	CareerServices@umass.edu 413-545-2224
4	Cat Carter, Academic and Career Advisor	Asnuntuck Community College	170 Elm Street; Enfield, CT 06082	Ccarter@asnuntuck.edu 860-253-3072
5	Caitlin Ursini, Recruiting Program Assistant	Barnard College	3009 Broadway; NY, NY 10027	212.854.5262 BeyondBarnard@barnard.edu
6		Bay Path University	Sullivan Career and Life Planning; Blake Student Commons; 588 Longmeadow St; Longmeadow 01106	413.565.1049 careers@baypath.edu
7	Rich Davino, Executive Director	Becker College	61 Sever Street; Worcester, MA 01609	774.354.0451
8	Laura O'Neill, Career and Professional Development Consultant	Binghamton University	The Fleishman Center for Career and Professional Development; Ground floor of University Union; NY	607-777-2400 careers@binghamton.edu
9	Corinne Montanaro, Recruiting Coordinator	Boston University	Center for Career Development; 100 Bay State Road; Boston, MA 02215	617-353-3590 future@bu.edu
10		Brandeis University	Hiatt Career Center; Usdan 1; MS204; 415 South Street; Waltham, MA 02453	recruiting@brandeis.edu 781-736-3618
11	Alexandra Pisco, Career Development and Student Employment Coord	Bridgeport University	Center for Career Development; 126 Park Avenue; Bridgeport, CT 06604	1-800-392-3582 apisco@bridgeport.edu
12	Karen Whittet, Career Counselor	Brown University	167 Angell Street; Providence, RI 02912	careerlab@brown.edu 401-863-3326
13	Abby Albright, Assistant Director for Employer Relations	Cabrini University	610 King of Prussia Road; Radnor, PA 19087	aa4266@cabrini.edu 610-902-8594
14		Capital Community College	950 Main Street; Hartford, CT 06103	
15		Career Builder	200 N. LaSalle Street; Chicago, IL	877-345-5256
16	Kevin Monahan, Associate Dean for Career and Professional Development	Carnegie Mellon University	Career Development Center; 5000 Forbes Ave; Pittsburgh, PA 15213	412-268-2064
17	Montez Johnson, Advising and Career Specialist	Central Connecticut State University	Career Success Center; 1615 Stanley Street; New Britain, CT 06050	860-832-1620 Johnsonmon@ccsu.edu
18		Columbia University	East Campus Bldg; Lower Level; 116th and Amsterdam;	212-854-5609
19	Matthew McGuire	CT NonProfit Alliance	75 Charter Oak Ave; Ste 1-100; Hartford, CT 0616	Matthew.McGuire@communitybrands.com 1.727.497.6565 EXT 3392
20	Michael Ryan, President	Connecticut Broadcasters Association	PO Box 1785; Avon, CT 06001	Phone: 860-305-2038 Fax: 860-675-8257
21	Sonja Pasquantonio, Director of Human Resources	CT Public Website	1049 Asylum Ave; Hartford, CT 06105	HumanResources@ctpublic.org
22	Demetra Dentes, Employer Scheduling Coordinator	Cornell University	Cornell Career Services; 103 Barnes Hall; Ithaca, NY 14853	career@cornell.edu 607-255-5221
23		CPB Jobline (Corporation for Public Broadcasting)	401 9th St; NW; Washington DC 20004-2129	202-879-9600
24		CT Hires	Varies by location	DOL.CTHiresHelpdesk@ct.gov
25		Current (Public Media Jobs.org)	6930 Carroll Ave; Ste 625; Takoma Park, MD 20912	301-270-7240

	Source Contact Person	Recruiting/Referral Source	Source Address	Telephone Number/Email and/or Web Address of Source
26	Ayana Taylor, Employer Developer	Eastern Connecticut State University	83 Windham Street; Willimantic, CT 06226	860-465-4559 taylorray@easternct.edu
27	Blaine Butler, Associate Director, Employer Engagement and Marketing	Emerson College	Career Center; 120 Boylston St, Boston, MA 02116-4624	617-824-8500 Blaine_Butler@emerson.edu
28	Brenda Campbell, Associate Director of Employer Relations	Endicott College	Career Center; 376 Hale Street; Beverly, MA 01915	bcampbel@endicott.edu 978-86-7619
29		Facebook	N/A	N/A
30	Judy Goldwin, Carer Services Associate	Gateway Community College	20 Church Street; New Haven, CT 06510	(203) 285-2144
31	Andrea Ribeiro, Assistant Director of Career Development and Strategic Programming	Gordon College	Career Services; 255 Grapevine Road; Wenham, MA 01984	career-services@gordon.edu 978.867.4275
32		Greater Hartford Arts Council	100 Pearl Street; 1st Floor; Hartford, CT 06103	info@letsgoarts.org 860-525-8629
33	Anisha Thomas, Director of Career Services and Internships	Housatonic Community College	Office of Career Services and Internships; 900 Lafayette Boulevard; L145; Bridgeport, CT 06604	(203) 332-5983 Athomas@housatonic.edu
34		iHire	N/A	N/A
35		Indeed	N/A	N/A
36		Internships.com	No address information online	N/A
37		Johnson and Wales University	8 Abbott Park Pl; Providence, RI 02903	855-236-8492
38		Lincoln College of New England	Office of Career Services; 2279 Mount Vernon Road; Southington, CT 06489	860-628-4751
39		LinkedIn	N/A	N/A
40	Julie Greene, Director of Career Services and Veterans Affairs	Manchester Community College	Student Services Center, 1st Floor, L120g; Manchester, CT 06045-1046	JGreene@manchestercc.edu 860-512-3372
41		Mandy.com	N/A	Mandy.com
42		Manhattan College	Center for Career Development; 4513 Manhattan College Parkway; Riverdale, NY 10471	careerdevelopment@manhattan.edu
43		Media Bistro	N/A	
44	Ricardo Barret, Academics and Career Counselor	Middlesex Community College	Career Services; 100 Training Hill Road; Middletown, cT 06457	rbarrett@mxcc.edu 860-343-5823 413-538-2080
45	Liz Lierman, Director Career Development Center	Mount Holyoke College	Career Development Services; Daniel Jones Bldg; O'Brien Center; 315 Turnpike Street; North Andover, MA 01845	cdc@mholyoke.edu macklers@merrimack.edu 978-83-5589
46	Sarah Mackler, Career Advisor	Merrimack College		
47		Public Broadcasting Service	2100 Crystal Drive; Arlington, VA 22202	703-739-5000
48		National Alliance of State Broadcaster's Associations	2333 Wisconsin St. NE; Albuquerque, NM 87110	1-800-622-2414
49		National Association of Black Journalists	1100 Knight Hall, Ste 3100; College Park, MD 20742	301-405-0248
50	Teresa Smith, Job Placement Coordinator	Naugatuck Valley Community College	Center for Job Placement and College Opportunities; 750 Chase Parkway; Waterbury, CT 06708	203-575-8158 cjpc@nv.edu
51	Gabriela Gutierrez, Assistant Director Student and Alumni Career Advisement	New Jersey Institute of Technology		Gabriela.Gutierrez@njit.edu 973-596-2939

	Source Contact Person	Recruiting/Referral Source	Source Address	Telephone Number/Email and/or Web Address of Source
52	Helen Boyke, Career and Technical Education Counselor	Norwalk Community College	Career Development Center; 188 Richards Ave; Norwalk, CT 06854	203-857-6947 hboyke@norwalk.edu
53	Jim Graves, Internship Coordinator	Norwich University	Career Development Center; 158 Harmon Drive; Northfield, VT 05663	802-485-2000 jgraves1@norwich.edu
54	Henry Tobias, Career Counselor	Pace University	Career Services; 41 Park Row; 14th Floor; NY, NY 10038	212-346-1950 Careers@pace.edu
55		Princeton University	Office of Career Services; 36 University Place; Ste 200; Princeton, NJ 08544	609258-3325 recruiting@princeton.edu
56		Production Hub	N/A	877-629-4122
57	Janet Bates, Career Coach	Providence College	Career Center; 1 Cunningham Square; Providence, RI 02918	401-865-1000 jbates@providence.edu
58	Kevin Blute, Assistant Director	Ramapo College of New Jersey	Career Center; 505 Ramapo Valley Road; Mahwah, NJ 07430	201-684-7500 kblute@ramapo.edu
59	Demetria Moran, Director	Rhode Island College	Career Development; 600 Mount Pleasant Ave; Providence, RI 02908	401-456-8031 dmoran@ric.edu
60		Roger Williams University	Center for Career and Professional Development; Global Heritage Hall; First Floor; One Old Ferry Road; Bristol, RI 02809	400-254-3224 ccpd.rwu.edu
61		Rutgers University	University Career Services; 106 Somerset Street; 4th Floor; New Brunswick, NJ 08901	recruiting@echo.rutgers.edu 848-445-7287
62	Sam Allen, Director, Career Development Services	Saint Anselm College	Roger and Francine Jean Student Center Complex; First Floor; 100 Saint Anselm Drive; Manchester, NH 03102	603-641-7490 careers@anselm.edu
63	Brenda Jameson, Recruiting Coordinator	Smith College	Lazarus Center for Career Development; 10 Elm Street; Northampton, MA 01063	413-585-2579 bjameson@smith.edu
64	Kelvin Rutledge, Director of Career and Professional Development	Southern Connecticut State University	Office of Career and Professional Development; 501 Crescent St; New Haven, CT 06515	CareerServices@SouthernCT.edu 203-392-6539
65	Pamela White; Director of the Career Development Center	Springfield Technical Community College	One Armory Square; Ste 1; Springfield, MA 01102-9000	PJWhite@ctc.edu 413-755-4464
66		St John's University New York	Career Services; 8000 Utopia Parkway; Queens, NY 11439	719-990-2000
67	Catherine Vitucci, Career Counselor	St Joseph's College	Office of Career Preparation and Professional Development ; 245 Clinton Ave; Brooklyn, NY 11205	631-687-1248 cvitucci@sjcny.edu
68	Eric Frans, Career Coach	State University of New York at Oswego	Career Services; 7060 State Route 104; Oswego, NY 13126-3599	315-312-5000
69	Kristine Shatas, Employer Relations Manager	Stonehill College	Career Development; 320 Washington Street; Easton, MA 02357	kshatas@stonehill.edu 508-565-1325
70	Christelle Paul, Career Advisor	Suffolk University	73 Tremont Street; Boston, MA 02108	cpaul3@suffolk.edu
71	Mickey Gibbons, Employer Relations and Recruiting Coordinator	SUNY Cortland	Student Employment Services; Van Hoesen Hall, Room B-5; PO Box 2000; Cortland, NY 13045	ses@cortland.edu 607-753-2223 Michelina.Gibbons@cortland.edu
72		Syracuse University	303 University Pl, Ste 235, Syracuse, NY 13244-5040	careers@syrr.edu 315-443-3616
73		The College of New Jersey	The Career Center; Roscoe West Library, Room 102; The College of New Jersey; PO Box 7718; 2000 Pennington Rd; Ewing, NJ 08628	609-771-2161
74		The Cooper Union	30 Cooper Square; NY, NY 10003	212-353-4100

	Source Contact Person	Recruiting/Referral Source	Source Address	Telephone Number/Email and/or Web Address of Source
75	Joseph Catrino, Director	Trinity College	300 Summit Street Hartford, CT 06106	860.297.2082 or 860.297.5378 Joseph.Catrino@trincoll.edu
76	Taylor Pierce, Recruiting Coordinator	Tufts University		Taylor.Pierce@tufts.edu
77		Tunxis Community College	271 Scott Swamp Road Farmington, CT 06032	860.255.3500
78		University of Massachusetts - Amherst	511 Goodell Bldg; 140 Hicks Way; Amherst	careerservices@umass.edu 413-545-2224
79		University of New Hampshire	Career Center; Hood House; 89 Main Street; Durham, NH 03824	caps@unh.edu 603-862-2070
80	Kathy Forkin, Assistant Director, Career Preparation Programs	University of New Haven	103 Bartles Student Activity Center; 300 Boston Post Road; West Haven, CT 06516	203-932-7342 Kforkin@newhaven.edu
81		University of Vermont	Davis Center 204; 590 Main Street; Burlington, VT 05405	802-656-3450 career@uvm.edu
82	Keith Hassell, Director	University of Bridgeport	Center for Career Development; Garden Level 119, Wahlstrom Library; 126 Park Ave; Bridgeport, CT 06604	khassell@bridgeport.edu 1-800-392-3582
83	Eran Peterson, Career Consultant	University of Connecticut	Center for Career Development; Wilbur Cross Building, Rm 202; 233 Glenbrook Road U-4051; Storrs, CT 06269	860-486-3013 Eran.Peterson@uconn.edu
84		University of Hartford	Career Services; 200 Bloomfield Ave; Hartford, CT	860-768-4287
85	Valerie Wilson, Assistant Director	University of Saint Joseph	1678 Asylum Avenue; Hartford, CT	vwilson@usj.edu 860-231-5551
86		Variety Careers	No available address listed	https://jobs.variety.com/careers/employer/add
87	Stacy Lee Schneider Bingham, Director of Career Development	Vassar College	Career Development Center; 124 Raymond Ave; Box 7; Poughkeepsie, NY 12604-0007	845-437-5285
88	Ruthann Coyote, PhD., Career Advisor	Wesleyan University	Gordon Career Center; 45 Wyllys Ave; Middletown, CT 06459	860-685-2000 careercenter@wesleyan.edu
89	Kathleen Lindenmayer, Director of the Career Success Center	Western Connecticut State University	Career Development Center; 181 White St; Danbury, CT 06810	203.837.8264 or 203.837.8540 careersuccess@wcsu.edu
90	Junior Delgado, Director, Career Center and Employer Relations	Westfield State University	Career Success Center; Lammers Hall; 577 Western Ave; Westfield, MA 01086	Careers@westfield.ma.edu 413-572-5300
91	Shelley Stokes, Career Education Coordinator	Wellesley College	Green Hall 441; 106 Central Street; Wellesley, MA 02481	careereducation@wellesley.edu 781-283-3469
92	Allyson Bernard, Senior Operations Coordinator	Worcester Polytechnic Institute	Career Development Center; 100 Institute Road; Worcester, MA 01609-2280	508-831-5260 cdc@wpi.edu
	Note: No recruitment source has specifically requested notices of job openings.			