

2024 ANNUAL EEO PUBLIC FILE REPORT
Employment Unit: Connecticut Public Broadcasting, Inc.

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

Reporting Period: December 1, 2023 – November 30, 2024

EEO Contact Information For
Employment Unit Meg Sakellarides,
Chief Financial Officer
(860) 275-7350
msakellarides@ctpublic.org

During the reporting period, a total of 8 **full-time positions** were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

LIST OF POSITIONS FILLED

	JOB TITLE	RECRUITMENT SOURCE
1	State Government Reporter III	Employee Referral
2	Junior System Administrator	LinkedIn
3	Donor Manager I	Chronicle of Philanthropy Job Board
4	Investigative Reporting Fellow	Arab and Middle Eastern Journalists Association
5	Administrative Services Manager and Board Liaison	Employee Referral

	JOB TITLE	RECRUITMENT SOURCE
6	Producer II, Radio Talk News Shows	Employee Referral
7	Assistant Radio Operations Manager I	Employee Referral
8	Latino Communities Reporter	National Association of Hispanic Journalists

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 86

RECRUITMENT SOURCES REFERRING INTERVIEWEES	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Indeed	6
Employee Referral	9
Corporation for Public Broadcasting (CPB) Jobline	5
LinkedIn	16
Handshake	10
National Association of Hispanic Journalists	7
Arab and Middle Eastern Journalists Association	1

RECRUITMENT SOURCES REFERRING INTERVIEWEES	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Chronicle of Philanthropy Job Board	2
Foundation Job Board List	4
Investigative Reporter and Editors	4
Current (publicmediajobs.org)	8
Connecticut Public Career Site (Cornerstone)	14
Total Interviewed	86

SUPPLEMENTAL RECRUITMENT INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participation in at least four (4) job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

The stations participated in the following job fairs during the reporting period: 1) Columbia University Journalism School Virtual Career Expo (March, 2024); 2) AAJA (Asian American Journalists Association) Conference and Career Fair (August, 2024); 3) NAHJ (National Association of Hispanic Journalists) Conference and Career Fair (July, 2024); 4) University of Connecticut Employment Fairs (March, 2024 and July, 2024).

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

The stations have a robust internship program designed to train students and members of the community to acquire skills needed for broadcast employment. Six (6) students participated in internships in radio talk show production, community engagement and

digital media. In addition, the stations were the recipient of grants from individual and university funders, which funded eight (8) internships in the newsroom, talk show, social media, and digital areas. The total number of internships during the reporting period was fourteen (14).

Participation in job banks, Internet programs, and other programs designed to promote outreach generally.

The stations routinely participate in job banks, including the *Corporation for Public Broadcasting (CPB) Jobline* and Current's publicmediajobs.org and promote general recruiting through journalism conferences including the National Association of Black Journalists (NABJ), the National Association of Hispanic Journalists (NAHJ), the Asian American Journalists Association (AAJA), and university/college and high school career fairs. In addition, the stations subscribe to two internet-based virtual platforms to promote outreach and recruitment, "College Central" and "Handshake".

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

During the reporting period, the stations continued their training and development program with LinkedIn, called "LinkedIn Learning", where thirty-three (33) employees have participated in a variety of training topics. In addition, one (1) of the members of the senior leadership team participated in a mentoring program offered by "Chief", a private membership network focused on supporting women executive leaders. Lastly, other available training is available through our human resources and payroll provider, ADP, where five (5) course were completed.

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

During the reporting period, the stations participated in the following programs sponsored by education institutions: 1) Weaver High School Journalism and Media Academy mock Freshman Interviews (March, 2024); 2) Newington High School Career Fair (March, 2024); 3) High Road School Career Exploration Fair (October, 2024); and 4) Hartford Promise Career Fest (January, 2024).

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

During the reporting period, the stations continued their company-wide training focus on diversity, equity, and inclusion (DEI). The stations offered the following, among many other initiatives:

- 1) through an alliance with a local foundation, a monthly workshop on race and equity
- 2) a series of live webinars on DEI learning through ADP
- 3) free on-line resources with curated DEI courses made available through “Coursera”
- 4) a DEI “train the trainer” session for station DEI facilitators offered by NPR
- 5) every employee completed a Harassment and Bias Prevention training webinar sponsored by the Corporation for Public Broadcasting, Inc.
- 6) through think.public.media, a public media industry alliance, several employees participated in a session titled, “Breaking Barriers: LGBTQ+ Representation in Media and Journalism”.



Recruitment Sources For all Full-Time Job Openings

	Recruiting/Referral Source	Source Contact Person	Source Address	Telephone Number/Email and/or Web Address of Source
1	AMEJA (The Arab and Middle Eastern Journalists Association).	Unknown	P.O. BOX 721 Village Station New York, NY 10014	Jobs@ameja.org
2	Asian American Journalists Association	Unknown	5 Third St, Ste 1108; San Francisco, CA 94103	Justins@aaja.org ; https://www.aaja.org/career_center
3	Asnuntuck Community College	Cat Carter, Academic and Career Advisor	170 Elm Street; Enfield, CT 06082	Ccarter@asnuntuck.edu 860-253-3072
4	Association of Fundraising Professionals	Kathy Hoile (Account Manager)	Fairfield County Chapter	kathy@afpfairfield.org
5	Capital Community College	No name; Career Center # 860-906-5108	950 Main Street; Hartford, CT 06103	https://www.collegecentral.com/ctcommnet
6	Career Builder	Unknown	200 N. LaSalle Street; Chicago, IL 877-345-5256	https://www.careerbuilder.com/?siteid=ppc_main_19195713566&utm_source=google&utm_term=career%20builder&utm_campaign=BrandCore-T1Exact&utm_medium=cpc&utm_content=1EZLUNU7_pcrd_413477909912_pkw_career%20builder_pmt_e_pdv_c&gad_source=1&gclid=Cj0KCQIApOyqBhDIARIsAGfnyMrhUtD6wLJKrhPGN_FwsJngoeYgYe7QBgcZMFZMHk8bN7DCB_qvwaAgzKEALw_wcB
7	Chronicle of Philanthropy	Unknown	1255 23d Street N.W. 7t Floor, Washington DC 20037	jobs@philanthropy.com
8	Connecticut Broadcasters Association (CBA)	Michael Ryan, President	PO Box 1785; Avon, CT 06001	Phone: 860-305-2038 Fax: 860-675-8257
9	Creative Staffing Solutions	Tyrell Brown, Executive Recruiter	29 S Main St 4th Floor, West Hartford, CT 06107	tbrown@cfstaffing.com
10	CPB Jobline (Corporation for Public Broadcasting)	Unknown	401 9th St; NW; Washington DC 20004-2129	202-879-9600
11	CT NonProfit Alliance	Matthew McGuire	75 Charter Oak Ave; Ste 1-100; Hartford, CT 0616	Matthew.McGuire@communitybrands.com 1.727.497.6565 EXT 3392
12	CT Public Website	Sonja Pasquantonio, VP, Human Resources, Training and Development	1049 Asylum Ave; Hartford, CT 06105	HumanResources@ctpublic.org
13	CT Public Career Site (Cornerstone Applicant Tracking System)	Sonja Pasquantonio, VP, Human Resources, Training and Development	1049 Asylum Ave; Hartford, CT 06105	HumanResources@ctpublic.org
14	Creative Financial Staffing (CFS)	Reba Dubner	29 S Main St 4th Floor, West Hartford, CT 06107	860.969.2955
15	Current (Public Media Jobs.org)	Julie Drizen	6930 Carroll Ave; Ste 625; Takoma Park, MD 20912	301-270-7240
16	Dow Jones Newspaper Fund	Heather Taylor Manager, Digital Media and Programs	PO Box 300, Princeton, NJ 08453 609-452-2820	heather.taylor@dowjones.com
17	Employee Referral	Internal CT Public employees	1049 Asylum Ave; Hartford, CT 06105	
18	Exec Searches	Unknown	7855 Meadow Park Drive; Dallas, TX 75230	888-238-6611 https://www.execunet.com/executive-job-searches/?welcome=3713&gad_source=1&gclid=Cj0KCQIApOyqBhDIARIsAGfnyMo0uJ_9ltDpMXoSC2avOdFio6Xq8g_rYfKZScu_BcZz8Wno8hGgBdc_aAI_eEALw_wcB
19	Facebook (CT Public Page)	Lauren Komrosky \ Chief Digital Officer	1049 Asylum Ave; Hartford, CT 06105	https://ctpublic.sharepoint.com/sites/CTPublic/SharedPages/Digital-Services-Bureau-Request-Form.aspx 415.846.1375
20	Foundation List Job Board	info@foundationlist.org	10824 SE Oak Street Ste 357; Milwaukie, OR 97222	(203) 285-2144
21	Gateway Community College	Judy Goldwin, Carer Services Associate	20 Church Street; New Haven, CT 06510	https://www.glassdoor.com/index.htm
22	Glassdoor.com	Unknown	No address information online	info@letsgoarts.org 860 525-8629
23	Greater Hartford Arts Council		100 Pearl Street; 1st Floor; Hartford, CT 06103	



Recruitment Sources For all Full-Time Job Openings

	Recruiting/Referral Source	Source Contact Person	Source Address	Telephone Number/Email and/or Web Address of Source
24	Handshake	Includes the following colleges: Albertus Magnus College, Alfred University, Barnard College, Bay Path University, Becker College, Binghamton University, Boston University, Brandeis University, Bridgeport University, Carnegie Mellon University, central Connecticut State University, Cornell University, Columbia University, Community College of Rhode Island, CUNY Newmark Graduate School of Journalism, Eastern Connecticut State University, Emerson College, Endicott College, Fairfield University, Gordon College, Howard University, Johnson and Wales University, Lincoln College of New England, CUNY Borough of Manhattan College, Merrimack College, Middlesex College, Holyoke Community College, New Jersey Institute of Technology, Norwich University, Pace University, Princeton University, Quinnipiac University, Ramapo College of New Jersey, Rhode Island College, Roger Williams University, Rutgers University, Smith College, Springfield College, St. Anselm College, St. Josephs University New York: St. John's University of New York, St. Joseph's College, State University of New York at Oswego, Stonehill College, Suffolk University, SUNY Cortland, Syracuse University, The College of New Jersey, Trinity College, Tufts University, University of Bridgeport, University of Connecticut, University of New Hampshire, University of New Haven, University of St. Joseph, University of Vermont, Vassar College, Wellesley College, Wesleyan, Western Connecticut State University, Westfield State University, Worcester Polytechnic Institute	https://joinhandshake.com/	
25	Housatonic Community College	Anisha Thomas, Director of Career Services and Internships	Office of Career Services and Internships; 900 Lafayette Boulevard: L145; Bridgeport, CT 06604	(203) 332-5983 athomas@housatonic.edu
26	Idealist	Unknown	389 5th Ave, Flt 9, New York, NY 10016	support@idealist.org
27	Indeed Employer Website	Sonja Pasquantonio, VP, Human Resources, Training and Development	1049 Asylum Ave; Hartford, CT 06105	indeed.com
28	Internal Candidate	Sonja Pasquantonio, VP, Human Resources, Training and Development	1049 Asylum Ave; Hartford, CT 06105	ctpublic.csod.org
29	Investigative Reporters and Editors	www.ire.org/jobs	Columbia, MO 65211	heather@ire.org
30	Journalism Jobs	Eric Wee	PO Box 6697 Altadena, CA 91003	510-508-7386 https://www.journalismjobs.com/
31	Journalism Next	Unknown	No address information online	eric@journalismnext.com https://www.journalismnext.com/
32	Lincoln College of New England	Unknown	Office of Career Services; 2279 Mount Vernon Road; Southington, CT 06489	860-628-4751
33	LinkedIn	CT Public Jobs Page	1049 Asylum Ave; Hartford, CT 06105	N/A
34	Manchester Community College	Julie Greene, Director of Career Services and Veterans Affairs	Student Services Center, 1st Floor, L120g; Manchester, CT 06045-1046	jgreene@manchestercc.edu 860-512-3372
35	Media Bistro	Iman Edwards	No address information online	clients@mediabistro.com
36	Media Financial Management Association	Unknown	550 Frontage Rd #3600, Northfield, IL 60093	(847) 716-7000
37	Media Job Board	Unknown	No address information online	Email@thejobnetwork.info
38	Military Veterans in Journalism	Eric Wee	PO Box 6697 Altadena, CA 91003	www.mvcareers.org
39	Monster.com	Unknown	133 Boston Post Rd, Weston, MA,	
40	National Associate of Gay Journalists (Regional)	Unknown	2120 L St NW, Washington, D.C. 20037	
41	National Alliance of State Broadcaster's Associations	Unknown	2333 Wisconsin St. NE; Albuquerque, NM 87110	1-800-622-2414



Recruitment Sources For all Full-Time Job Openings

	Recruiting/Referral Source	Source Contact Person	Source Address	Telephone Number/Email and/or Web Address of Source
42	National Association of Black Journalists	Unknown	1100 Knight Hall, Ste 3100; College Park, MD 20742	301-405-0248
43	National Association of Hispanic Journalists	Unknown	PO Box 117; Windsor, CA 95492	626.792.3846
44	Native American Journalists Association	Unknown	395 W Lindsey St., Norman, OK 73019	(405) 325-1649.
45	Naugatuck Valley Community College	Teresa Smith, Job Placement Coordinator	Center for Job Placement and College Opportunities; 750 Chase Parkway; Waterbury, CT 06708	203-575-8158 cjpc@nv.edu
46	NonProfit Times	https://careermatch.nptimes.com/hr/signIn/?ssi=699798FFCD467355onFvW%2BvRuOHdaO40%2FjfyOkqV6XJ%2Bm9wi%2BY8o94Tx0w%2F51qCoAUUVV%2FUyMUvStgu0aPpkLqISNmIaeiM4nW5Db9jwFFvPRF6%2FZEERD%2BKoN%2FCH%2FvMTOntYT%2BEzpgPYUQA%2FKn9SM7FUK5wHnoZA3VPimDPFGTAB1ZZWBeU6kwrNZPgll4FXUE1J9CswEtjw8HX2%2FAf091kdCr3VvYLRjeza0%2BQ%3D%3D	Morris Plains NH	(973) 401-0202
47	Norwalk Community College	Helen Boyke, Career and Technical Education Counselor	Career Development Center; 188 Richards Ave; Norwalk, CT 06854	203-857-6947 hboyke@norwalk.edu
48	Pipeline - Internal Database of Applicants in Cornerstone - Applicant Tracking System	Sonja Pasquantonio, VP, Human Resources, Training and Development		https://ctpublic.csod.com/login/render.aspx?id=defaultclp
49	Providence College	Janet Bates, Career Coach	Career Center; 1 Cunningham Square; Providence, RI 02918	401-865-1000 jbates@providence.edu
50	Public Broadcasting Service	Unknown	2100 Crystal Drive; Arlington, VA 22202	703-739-5000
51	Public Media Career Fair	Julie Drizen	Through the Current	Brazen
52	Public Media Journalists Association	Christine Paige Diers	christine@pmja.org	605.863.9919
53	Public Media Jobs	Danilo Aniban	Danilo.aniban@communitybrands.com	
54	Radio/Televisions News Directors Association	Karen Hansens (Membership Manager)	529 14th St SW; Ste 1240; Washington DC 20045-2520	
55	Recruiter.com	Matthew Fox Sales Rep	PO Box 9649, Forestville, CT 06011-9649	Accounting @ Recruiter.com'
56	Society of Professional Journalists	Billy O'Keefe, Web Administrator	No address information online	bill.ok@mac.com
57	South Asian Journalists Association	Mihir Zaveri	No address information online	president@saia.org
58	Southern Connecticut State University	Kelvin Rutledge, Director of Career and Professional Development	Office of Career and Professional Development; 501 Crescent St; New Haven, CT 06515	CareerServices@SouthernCT.edu 203-392-6539
59	The Cooper Union	Unknown	30 Cooper Square; NY, NY 10003	212-353-4100
60	The Chronicle of Higher Education	Unknown	PO Box 791122; Baltimore, MD 21279-1122	www.chronicle.com
61	The Ida B. Wells Society for Investigative Reporter	Facilities, Administration and Security	sdleath@email.unc.edu	https://idabwellsociety.org/
62	Think Public Media	Jasmine Richard Project Manager, Office of Diversity and Stacy F	richmond@npr.org	www.thinkpublicmedia.org
63	Three Rivers Community College - CT	Unknown	574 New London Turnpike, Norwich, CT 06360, (860) 215-9212, Room C247.	
64	Tunxis Community College	Unknown	271 Scott Swamp Road Farmington, CT 06032	860.255.3500
65	TV News Check	Paul Greeley		Paul@newscheckmedia.com
66	University of Massachusetts - Amherst	Unknown	511 Goodell Bldg; 140 Hicks Way; Amherst	careerservices@umass.edu 413-545-2224
67	Zip Recruiter	Unknown	604 Arizona Ave. Santa Monica, CA 90401	(877) 252-1062