

**2019 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, 2018 – November 30, 2019

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

During the reporting period, a total of **7 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 REFERRING HIREE
1	Director of Major Gifts	Employee Referral
2	Health Reporter	Connecticut Public website (Ctpublic.org)
3	President and Chief Executive Officer	Recruitment Firm
4	Chief Content Officer	Employee Referral
5	Vice President, Digital Operations	Employee Referral
6	New England News Collaborative Producer	Corporation for Public Broadcasting Jobline
7	Production Manager	Employee Referral

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 55

RECRUITMENT SOURCES REFERRING INTERVIEWEES DURING REPORTING PERIOD	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Employee Referral	8
Employee Applicant	4
Connecticut Public website (Ctpublic.org)	6
Indeed.com	8
Corporation for Public Broadcasting Jobline	4
Recruitment Firm	25
Total Interviewed	55

## 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):

*Established 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. Twenty-one (21) students participated in internships in the Media Lab, radio news, and radio talk shows areas. Also, the stations were the recipient of a grant from the *Dow Jones News Fund*, which funded an internship in the newsroom focused in the areas of data journalism, digital media, and multiplatform editing.

*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 stations routinely advertise job openings in several job banks, including *CT Hires* and the *Corporation for Public Broadcasting (CPB) Jobline*, and is a member of the *Public Media Village*, a media trade group, which promotes recruiting opportunities through diverse journalism conferences for the recruitment of people of color. Such conferences include the National Association of Black Journalists (NABJ) and the CUNY Latino Job Fair.

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

The stations operate a State of Connecticut-accredited occupational school called the *Institute for Advanced Media (IAM)* which offers direct learning to help students expand their personal and professional skills. Courses offered are in the areas of television video production, editing, public speaking, and project management. Ninety-nine (99) 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 stations participate in a 12-school cross-registration consortium with local universities under a tuition reimbursement program. During the reporting period, five (5) employees took courses that enabled them to acquire skills that could qualify them for higher-level positions.



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	AFP Career Center	Thomas Denehan (Account Manager)		
2	Albertus Magnus College	Suzanne Yurko Wall (Dean of Students)	700 Prospect Street; New Haven, CT 06511	<a href="tel:203.752.3063">203.752.3063</a> and <a href="tel:203.773.8984">203.773.8984</a> Email: <a href="mailto:yurkwall@albertus.edu">yurkwall@albertus.edu</a>
3	Alfred University	Dr. Norm Pollard (Dean of Students)	1 Saxon Drive; Alfred, NY 14802	607-871-2132
4	Amherst College	Sharon Jefferson, Recruiting and Events Administrator	Loeb Center; 220 South Pleasant Street; Amherst, MA 01002	<a href="mailto:CareerServices@umass.edu">CareerServices@umass.edu</a> 413-545-2224
5	Asian American Journalists Association		5 Third St, Ste 1108; San Francisco, CA 94103	<a href="mailto:Justins@aaaja.org">Justins@aaaja.org</a>
6	Asnuntuck Community College	Cat Carter, Academic and Career Advisor	170 Elm Street; Enfield, CT 06082	<a href="mailto:Ccarter@asnuntuck.edu">Ccarter@asnuntuck.edu</a> <a href="tel:860-253-3072">860-253-3072</a>
7	Barnard College	Caitlin Ursini, Recruiting Program Assistant	3009 Broadway; NY, NY 10027	212.854.5262 <a href="mailto:BeyondBardnard@barnard.edu">BeyondBardnard@barnard.edu</a>
8	Bay Path University		Sullivan Career and Life Planning; Blake Student Commons; 588 Longmeadow St; Longmeadow 01106	413.565.1049 <a href="mailto:careers@baypath.edu">careers@baypath.edu</a>
9	Becker College	Rich Davino, Executive Director	61 Sever Street; Worcester, MA 01609	774.354.0451
10	Binghamton University	Laura O'Neill, Career and Professional Development Consultant	The Fleishman Center for Career and Professional Development; Ground floor of University Union; NY Center for Career Development; 100 Bay State Road; Boston, MA 02215	<a href="tel:607-777-2400">607-777-2400</a> <a href="mailto:careers@binghamton.edu">careers@binghamton.edu</a> <a href="tel:617-353-3590">617-353-3590</a> <a href="mailto:future@bu.edu">future@bu.edu</a>
11	Boston University	Corinne Montanaro, Recruiting Coordinator	Hiatt Career Center; Usdan 1; MS204; 415 South Street; Waltham, MA 02453	<a href="mailto:recruiting@brandeis.edu">recruiting@brandeis.edu</a> 781-736-3618
12	Brandeis University		Center for Career Development; 126 Park Avenue; Bridgeport, CT 06604	1-800-392-3582 <a href="mailto:RCuttitta@bridgeport.edu">RCuttitta@bridgeport.edu</a>
13	Bridgeport University	Rachel Cuttitta Career Development and Student Employment Coordinator	Center for Career Development; 126 Park Avenue; Bridgeport, CT 06604	1-800-392-3582 <a href="mailto:RCuttitta@bridgeport.edu">RCuttitta@bridgeport.edu</a>
14	Brown University	Karen Whittet, Career Counselor	167 Angell Street; Providence, RI 02912	<a href="mailto:careerlab@brown.edu">careerlab@brown.edu</a> 401-863-3326
15	Cabrini University	Abby Albright, Assistant Director for Employer Relations	610 King of Prussia Road; Radnor, PA 19087	<a href="mailto:aa4266@cabrini.edu">aa4266@cabrini.edu</a> 610-902-8594
16	Capital Community College		950 Main Street; Hartford, CT 06103	
17	Career Builder		200 N. LaSalle Street; Chicago, IL	877-345-5256
18	Carnegie Mellon University	Kevin Monahan, Associate Dean for Career and Professional Development	Career Development Center; 5000 Forbes Ave; Pittsburgh, PA 15213	412-268-2064
19	Central Connecticut State University	Montez Johnson, Advising and Career Specialist	Career Success Center; 1615 Stanley Street; New Britain, CT 06050	860-832-1620 <a href="mailto:Johnsonmon@ccsu.edu">Johnsonmon@ccsu.edu</a>
20	Columbia University		East Campus Bldg; Lower Level; 116th and Amsterdam;	212-854-5609
21	CT NonProfit Alliance	Matthew McGuire	75 Charter Oak Ave; Ste 1-100; Hartford, CT 0616	<a href="mailto:Matthew.McGuire@communitybrands.com">Matthew.McGuire@communitybrands.com</a> <a href="tel:1.727.497.6565">1.727.497.6565</a> EXT 3392
22	Connecticut Broadcasters Association	Michael Ryan, President	PO Box 1785; Avon, CT 06001	Phone: 860-305-2038 Fax: 860-675-8257
23	CT Public Website	Sonja Pasquantonio, Director of Human Resources	1049 Asylum Ave; Hartford, CT 06105	<a href="mailto:HumanResources@ctpublic.org">HumanResources@ctpublic.org</a>
24	Cornell University	Demetra Dentes, Employer Scheduling Coordinator	Cornell Career Services; 103 Barnes Hall; Ithaca, NY 14853	<a href="mailto:career@cornell.edu">career@cornell.edu</a> 607-255-5221
25	CPB Jobline (Corporation for Public Broadcasting)		401 9th St; NW; Washington DC 20004-2129	202-879-9600
26	CT Hires		Varies by location	<a href="mailto:DOL.CTHiresHelpdesk@ct.gov">DOL.CTHiresHelpdesk@ct.gov</a>
27	Current (Public Media Jobs.org)		6930 Carroll Ave; Ste 625; Takoma Park, MD 20912	301-270-7240
28	Dow Jones Newspaper Fund		PO Box 300, Princeton, NJ 08453	609-452-2820
29	Eastern Connecticut State University	Ayana Taylor, Employer Developer	83 Windham Street; Willimantic, CT 06226	860-465-4559 <a href="mailto:taylorray@easternct.edu">taylorray@easternct.edu</a>



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
30	Emerson College	Blaine Butler, Associate Director, Employer Engagement and Market	Career Center; 120 Boylston St, Boston, MA 02116-4624	617-824-8500 Blaine_Butler@emerson.edu
31	Endicott College	Brenda Campbell, Associate Director of Employer Relations	Career Center; 376 Hale Street; Beverly, MA 01915	<a href="mailto:bcampbell@endicott.edu">bcampbell@endicott.edu</a> 978-86-7619
32	Facebook		N/A	N/A
33	Gateway Community College	Judy Goldwin, Carer Services Associate	20 Church Street; New Haven, CT 06510	(203) 285-2144
34	Gordon College	Andrea Ribeiro, Assistant Director of Career Development and Strategic Programming	Career Services; 255 Grapevine Road; Wenham, MA 01984	<a href="mailto:career-services@gordon.edu">career-services@gordon.edu</a> 978.867.4275
35	Greater Hartford Arts Council		100 Pearl Street; 1st Floor; Hartford, CT 06103	<a href="mailto:info@letsgoarts.org">info@letsgoarts.org</a> 860 525-8629
36	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 <a href="mailto:Athomas@housatonic.edu">Athomas@housatonic.edu</a>
37	iHire and Ihire Broadcasting		N/A	N/A
38	Indeed Employer Website		N/A	N/A
39	Internships.com		No address information online	N/A
40	Johnson and Wales University		8 Abbott Park Pl; Providence, RI 02903	855-236-8492
41	Lincoln College of New England		Office of Career Services; 2279 Mount Vernono Road; Southington, CT 06489	860-628-4751
42	LinkedIn		N/A	N/A
43	Manchester Community College	Julie Greene, Director of Career Services and Veterans Affairs	Student Services Center, 1st Floor, L120g; Manchester, CT 06045-1046	<a href="mailto:JGreene@manchestercc.edu">JGreene@manchestercc.edu</a> 860-512-3372
44	Mandy.com		N/A	<a href="http://Mandy.com">Mandy.com</a>
45	Manhattan College		Center for Career Development; 4513 Manhattan College Parkway; Riverdale, NY 10471	<a href="mailto:careerdevelopment@manhattan.edu">careerdevelopment@manhattan.edu</a>
46	Media Bistro		N/A	
47	Middlesex Community College	Ricardo Barret, Academics and Career Counselor	Career Services; 100 Training Hill Road; Middletown, cT 06457	<a href="mailto:rbarrett@mxcc.edu">rbarrett@mxcc.edu</a> 860-343-5823
48	Mount Holyoke College	Liz Lierman, Director Career Development Center	Career Development Services; Daniel Jones Bldg; O'Brien Center; 315 Turnpike Street; North Andover, MA 01845	413-538-2080 <a href="mailto:cdc@mtholyoke.edu">cdc@mtholyoke.edu</a> <a href="mailto:macklers@merrimack.edu">macklers@merrimack.edu</a> 978-83-5589
49	Merrimack College	Sarah Mackler, Career Advisor		
50	Public Broadcasting Service		2100 Crystal Drive; Arlington, VA 22202	703-739-5000
51	National Alliance of State Broadcaster's Associations		2333 Wisconsin St. NE; Albuquerque, NM 87110	1-800-622-2414
52	National Association of Black Journalists		1100 Knight Hall, Ste 3100; College Park, MD 20742	301-405-0248
53	National Association of Hispanic Journalists			
54	Native American Journalists Association			
55	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 <a href="mailto:cjpc@nv.edu">cjpc@nv.edu</a>
56	New Jersey Institute of Technology	Gabriela Gutierrez, Assistant Director Student and Alumni Career Advisement		<a href="mailto:Gabriela.Gutierrez@njit.edu">Gabriela.Gutierrez@njit.edu</a> 973-596-2939



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
57	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
58	Norwich University	Jim Graves, Internship Coordinator	Career Development Center; 158 Harmon Drive; Northfield, VT 05663	802-485-2000 jgraves1@norwich.edu
59	Pace University	Henry Tobias, Career Counselor	Career Services; 41 Park Row; 14th Floor; NY, NY 10038	<a href="tel:212-346-1950">212-346-1950</a> <a href="mailto:Careers@pace.edu">Careers@pace.edu</a>
60	Princeton University		Office of Career Services; 36 University Place; Ste 200; Princeton, NJ 08544	<a href="tel:609258-3325">609258-3325</a> <a href="mailto:recruiting@princeton.edu">recruiting@princeton.edu</a>
61	Production Hub		N/A	877-629-4122
62	Providence College	Janet Bates, Career Coach	Career Center; 1 Cunningham Square; Providence, RI 02918	401-865-1000 jbates@providence.edu
63	Radio/Televisions News Directors Association	Karen Hansens (Membership Manager)	529 14th St SW; Ste 1240; Washington DC 20045-2520	
64	Ramapo College of New Jersey	Kevin Blute, Assistant Director	Career Center; 505 Ramapo Valley Road; Mahwah, NJ 07430	201-684-7500 kblute@ramapo.edu
65	Recruitment Firm: The stations sought the assistance of a recruitment firm in filling position #3 (President and CEO)	Various	Various	Various
66	Rhode Island College	Demetria Moran, Director	Career Development; 600 Mount Pleasant Ave; Providence, RI 02908	<a href="tel:401-456-8031">401-456-8031</a> <a href="mailto:dmoran@ric.edu">dmoran@ric.edu</a>
67	Roger Williams University		Center for Career and Professional Development; Global Heritage Hall; First Floor; One Old Ferry Road; Briston, RI 02809	<a href="tel:400-254-3224">400-254-3224</a> <a href="http://ccpd.rwu.edu">ccpd.rwu.edu</a>
68	Rutgers University		University Career Services; 106 Somerset Street; 4th Floor; New Brunswick, NJ 08901	<a href="mailto:recruiting@echo.rutgers.edu">recruiting@echo.rutgers.edu</a> <a href="tel:848-445-7287">848-445-7287</a>
69	Saint Anselm College	Sam Allen, Director, Career Development Services	Roger and Francine Jean Student Center Complex; First Floor; 100 Saint Anselm Drive; Manchester, NH 03102	<a href="tel:603-641-7490">603-641-7490</a> <a href="mailto:careers@anselm.edu">careers@anselm.edu</a>
70	Smith College	Brenda Jameson, Recruiting Coordinator	Lazarus Center for Career Development; 10 Elm Street; Northampton, MA 01063	413-585-2579 bjameson@smith.edu
71	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	<a href="mailto:CareerServices@SouthernCT.edu">CareerServices@SouthernCT.edu</a> <a href="tel:203-392-6539">203-392-6539</a>
72	Springfield Technical Community College	Pamela White; Director of the Career Development Center	One Armory Square; Ste 1; Springfield, MA 01102-9000	<a href="mailto:PJWhite@ctc.edu">PJWhite@ctc.edu</a> <a href="tel:413-755-4464">413-755-4464</a>
73	St John's University New York		Career Services; 8000 Utopia Parkway; Queens, NY 11439	719-990-2000
74	St Joseph's College	Catherine Vitucci, Career Counselor	Office of Career Preparation and Professional Development ; 245 Clinton Ave; Brooklyn, NY 11205	631-687-1248 cvitucci@sjcny.edu
75	State University of New York at Oswego	Eric Frans, Career Coach	Career Services; 7060 State Route 104; Oswego, NY 13126-3599	315-312-5000
76	Stonehill College	Kristine Shatas, Employer Relations Manager	Career Development; 320 Washington Street; Easton, MA 02357	<a href="mailto:kshatas@stonehill.edu">kshatas@stonehill.edu</a> <a href="tel:508-565-1325">508-565-1325</a>
77	Suffolk University	Christelle Paul, Career Advisor	73 Tremont Street; Boston, MA 02108	<a href="mailto:cpaul3@suffolk.edu">cpaul3@suffolk.edu</a>



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
78	SUNY Cortland	Mickey Gibbons, Employer Relations and Recruiting Coordinator	Student Employment Services; Van Hoesen Hall, Room B-5; PO Box 2000; Cortland, NY 13045	<a href="mailto:ses@cortland.edu">ses@cortland.edu</a> 607-753-2223 <a href="mailto:Michelina.Gibbons@cortland.edu">Michelina.Gibbons@cortland.edu</a>
79	Syracuse University		303 University Pl, Ste 235, Syracuse, NY 13244-5040	<a href="mailto:careers@syr.edu">careers@syr.edu</a> 315-443-3616
80	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
81	The Cooper Union		30 Cooper Square; NY, NY 10003	212-353-4100
82	Trinity College	Joseph Catrino, Director	300 Summit Street Hartford, CT 06106	860.297.2082 or 860.297.5378 <a href="mailto:Joseph.Catrino@trincoll.edu">Joseph.Catrino@trincoll.edu</a>
83	Tufts University	Taylor Pierce, Recruiting Coordinator		<a href="mailto:Taylor.Pierce@tufts.edu">Taylor.Pierce@tufts.edu</a>
84	Tunxis Community College		271 Scott Swamp Road Farmington, CT 06032	860.255.3500
85	University of Massachusetts - Amherst		511 Goodell Bldg; 140 Hicks Way; Amherst	<a href="mailto:careerservices@umass.edu">careerservices@umass.edu</a> 413-545-2224
86	University of New Hampshire		Career Center; Hood House; 89 Main Street; Durham, NH 03824	<a href="mailto:caps@unh.edu">caps@unh.edu</a> 603-862-2070
87	University of New Haven	Kathy Forkin, Assistant Director, Career Preparation Programs	103 Bartles Student Activity Center; 300 Boston Post Road; West Haven, CT 06516	203-932-7342 <a href="mailto:Kforkin@newhaven.edu">Kforkin@newhaven.edu</a>
88	University of Vermont		Davis Center 204; 590 Main Street; Burlington, VT 05405	802-656-3450 <a href="mailto:career@uvm.edu">career@uvm.edu</a>
89	University of Bridgeport	Keith Hassell, Director	Center for Career Development; Garden Level 119, Wahlstrom Library; 126 Park Ave; Bridgeport, CT 06604	<a href="mailto:khasell@bridgeport.edu">khasell@bridgeport.edu</a> 1-800-392-3582
90	University of Connecticut	Eran Peterson, Career Consultant	Center for Career Development; Wilbur Cross Building, Rm 202; 233 Glenbrook Road U-4051; Storrs, CT 06269	860-486-3013 <a href="mailto:Eran.Peterson@uconn.edu">Eran.Peterson@uconn.edu</a>
91	University of Hartford		Career Services; 200 Bloomfield Ave; Hartford, CT	860-768-4287
92	University of Saint Joseph	Valerie Wilson, Assistant Director	1678 Asylum Avenue; Hartford, CT	<a href="mailto:vwilson@usj.edu">vwilson@usj.edu</a> 860-231-5551
93	Variety Careers		No available address listed	<a href="https://jobs.variety.com/careers/employer/add">https://jobs.variety.com/careers/employer/add</a>
94	Vassar College	Stacy Lee Schneider Bingham, Director of Career Development	Career Development Center; 124 Raymond Ave; Box 7; Poughkeepsie, NY 12604-0007	845-437-5285
95	Wesleyan University	Ruthann Coyote, PhD., Career Advisor	Gordon Career Center; 45 Wyllys Ave; Middletown, CT 06459	860-685-2000 <a href="mailto:careercenter@wesleyan.edu">careercenter@wesleyan.edu</a>
96	Western Connecticut State University	Kathleen Lindenmayer, Director of the Career Success Center	Career Development Center; 181 White St; Danbury, CT 06810	203.837.8264 or 203.837.8540 <a href="mailto:careersuccess@wcsu.edu">careersuccess@wcsu.edu</a>
97	Westfield State University	Junior Delgado, Director, Career Center and Employer Relations	Career Success Center; Lammers Hall; 577 Western Ave; Westfield, MA 01086	<a href="mailto:Careers@westfield.ma.edu">Careers@westfield.ma.edu</a> 413-572-5300
98	Wellesley College	Shelley Stokes, Career Education Coordinator	Green Hall 441; 106 Central Street; Wellesley, MA 02481	<a href="mailto:careereducation@wellesley.edu">careereducation@wellesley.edu</a> 781-283-3469
99	Worcester Polytechnic Institute	Allyson Bernard, Senior Operations Coordinator	Career Development Center; 100 Institute Road; Worcester, MA 01609-2280	508-831-5260 <a href="mailto:cdc@wpi.edu">cdc@wpi.edu</a>