

Connecticut Public Broadcasting, Inc. (CPBI)
EEO Report File
December 1, 2014 - November 30, 2015

The report below represents all recruitment activities for vacancies filled during the period of December 1, 2014 through November 30, 2015 for all stations. All stations represented are: WEDH, WEDW, WEDN, WEDY (all television) and WPKT, WNPR, WEDW, and WRLI (all radio). All open full-time positions are listed on the CPBI Web site, are posted on bulletin boards internally, and are e-mailed to all CPBI employees upon posting. In addition, notices of all full-time job openings are sent to the local community organizations and agencies listed in Attachment A.

Date Hired	Job Title	Total Interviewed	Recruitment Source of Interviewees (Attachment A)	Recruitment Source / Hired Employee (Attachment A)	Other Notes / Comments
1/12/15	Education Reporter, WNPR	5	4/Referral 1/Unknown Source	Referral	
3/9/15	Multimedia Content Coordinator	4	1/Indeed.com 1/Unknown Source 2/Referral	Referral	
4/6/15	Receptionist/Office Assistant (Part-time)	6	2/Referral 1/Urban League 3/Unknown Source	Urban League	
5/4/15	SVP of Branding	7	2/Referrals 5/Executive Search	Referral	
5/4/15	VP/Executive Director, TV Programming and Acquisitions	3	1/Employee Applicant 1/Referral 1/Unknown Source	Employee Applicant	
5/18/15	Multimedia Content Coordinator	6	1/CPBN.org 3/Unknown Source 1/Mandy.com 1/MediaBistro	CPBN.org	
5/18/15	SVP of Engagement	7	2/Referrals 5/Executive Search	Executive Search	
7/13/15	Billing and Receivables Coordinator (Part-time)	4	1/Employee Applicant 3/Indeed.com	Employee Applicant	
7/13/15	Education Specialist, Outreach	6	2/Employee Applicants 3/Indeed.com 1/CPB Jobline	Employee Applicant	
7/13/15	Education Partnership Program Manager	4	3/CPBN.org 1/Indeed.com	CPBN.org	
7/13/15	Marketing and Public Relations Director	8	3/CPBN.org 2/Referrals 2/Indeed.com 1/LinkedIn	Indeed.com	
7/13/15	Sports Producer, CPTV Sports	7	5/CPBN.org 1/Employee Applicant 1/Referral	Employee Applicant	

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Date Hired	Job Title	Total Interviewed	Recruitment Source of Interviewees (Attachment A)	Recruitment Source / Hired Employee (Attachment A)	Other Notes / Comments
7/13/15	Fellow/Education Programs Specialist - Web/Interactive Department	4	4/Referrals	Referral	
7/13/15	Education Specialist, Instructor/Producer	5	3 Employee Applicants 1/Referral 1/Indeed.com	Employee Applicant	
7/13/15	Education Specialist, Instructor/Producer	5	3 Employee Applicants 1/Referral 1/Indeed.com	Employee Applicant	
7/13/15	Senior Sales Director/Account Manager	3	1 Employee Applicant 1/Referral 1/Indeed.com	Employee Applicant	
7/27/15	Workforce Development Specialist, Institute For Advanced Media	4	2/Indeed.com 1/Employee Applicant 1/CPBN.org	Employee Applicant	
7/27/15	Digital Reporter	4	3/Indeed.com 1/Referral	Referral	
7/27/15	SVP, Content	5	5/Executive Search	Executive Search	
8/10/15	Education Specialist, Instructor/Producer	5	3 Employee Applicants 1/Referral 1/Indeed.com	Employee Applicant	
8/10/15	Marketing Coordinator	12	4 CPBN.org/ 3 Indeed.com/ 2 Employee Applicant/ 2 Referrals/ 1 Glassdoor	CPBN.org	
9/7/15	Director of Research and Development	4	1 Employee Applicant/ 1 Referral/ 1/Indeed.com/ 1 CPBN.org	Referral	

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Date Hired	Job Title	Total Interviewed	Recruitment Source of Interviewees (Attachment A)	Recruitment Source / Hired Employee (Attachment A)	Other Notes / Comments
9/7/15	Education Specialist, Instructor/Producer	2	1 CPBN.org 1 CT Nonprofits	CPBN.org	
9/8/15	WNPR Producer (Part-time)	6	1 Employee Applicant 5 CPBN.org	Employee Applicant	
9/21/15	Junior Systems Administrator	3	2 Indeed.com 1 Referral	Referral	
11/2/15	Multimedia Digital Content Producer, Sports Specialist	7	1 Referrals/ 1/Indeed.com/ 5 CPBN.org	Referral	
11/16/15	Senior Producer, WNPR	3	3 Referrals	Referral	
11/16/15	Director of Human Resources	17	4/Careerbuilder.com 1 Referral/ 9 Indeed.com/ 3 External Search	External Search	
11/30/15	Event Manager	4	3 Indeed.com/ 1 CPBN.org	Indeed.com	

11/24/15, 10:00am

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Attachment A

December 1, 2014 - November 30, 2015

Recruitment Sources Used for Full-Time Job Openings

Darlene	Smith	Adult Vocational Services/ American School for the Deaf	139 N. Main Street		West Hartford,	CT	06107	860.570.2305		darlene.smith@asd-1817.org
Denise	Crosby-Drummond	African-American Affairs Commission	210 Capitol Avenue, Room 509		Hartford,	CT	06106	860.240.8555		denise.drummond@cga.ct.gov
Suzanne	Wall	Albertus Magnus College	700 Prospect Street		New Haven,	CT	06511	203.752.3063	203.773.8984	swall@albertus.edu
Katie	Kelley	Asnuntuck Community Technical College	170 Elm Street		Enfield,	CT	06082	860.253.3019	860.253.3059	kkelley@asnuntuck.edu
Linda	Domenitz	Capital Community College	Career Development & Placement Center	950 Main Street	Hartford,	CT	06103	860.906.5108		ldomenitz@capitalccc.edu
Helen	Bergin	Capital Workforce	3580 Main Street, 1st Floor		Hartford,	CT	06120	860.522.1111		hbergin@capitolworkforce.org
Ken	Popee	Central Connecticut State University	Career Services	1615 Stanley Street	New Britain,	CT	06050	860.832.3200		www.ccsu.edu/career; CACE@ccsu.edu
Clarisa	Cardone	Commission on Latino & Puerto Rican Affairs	18-20 Trinity Street		Hartford,	CT	06106	860.240.8330	860.240.0315	clarisa.cardone@cga.ct.gov
Program	Coordinator	Connecticut Association of Black Communicators	285 Broad Street		Hartford,	CT	06106			
		Connecticut Association of Nonprofits	75 Charter Oak Ave		Hartford,	CT	06114	860.525.5080	860.525.5088	www.ctnonprofits.org
Mike	Rice	Connecticut Broadcasters Association	90 South Park Street		Glastonbury,	CT	06226	860.633.5031		www.ctba.org; ctba009/mem88web
Maureen	McClay	Connecticut Community Colleges	39 Woodland Street	Academic Affairs Office	Hartford,	CT	06105	860.493.0051	860.493.0080	mcclaym@ct.edu
Andrew	Hoops	Connecticut School of Broadcasting	130 Birdseye Road		Farmington,	CT	06032	860.677.7577	203.378.5155	ahoops@gocsb.com
Marcia	Winn	Connecticut State University System	61 Woodland Street		Hartford,	CT	06105	860.244.7629		mwwinn@commnet.edu
		Corporation for Public Broadcasting	401 Ninth Street, NW		Washington	DC	20004	202.879.9600		
		Current	6930 Carroll Avenue, Suite 350		Tacoma Park	MD	20912	877.745.8776, ext. 1	301.270.7241	www.current.org/jobs; unwin@current.org
Rosalind	Schuster, M.S.	Easter Seals - Capital Region & Eastern Connecticut	22 Prestige Park Circle		East Hartford	CT	06108	860.728.1061, ext. 210	860.728.1065	rschuster@escrec.org
Cliff	Marrett	Eastern Connecticut State University	Center for Internships and Career Development	83 Windham Street	Willimantic,	CT	06226	860.465.4559		marrctt@easternct.edu
Michael	Bucilli	Gateway Community College	Counseling and Student Services	20 Church Street	New Haven,	CT	06510	203.285.2192	203.285.2211	mbucilli@gwcc.commnet.edu
Leslie	Auer-Anderson	Greater Hartford Arts Council	P. O. Box 231436		Hartford,	CT	06123	860.525.8929	860.278.5461	info@letsgoarts.org
Veronica	Flores	Hart Job Center	385 Washington Street		Hartford,	CT	06106	860.525.3449	860.520.7759	info@hartjobcenter.org
Nancy	Anderson	Hartford Courant	285 Broad Street		Hartford,	CT	06115	860.520.6921	860.241.6202	nanderson@courant.com
Cora	Mercer	Hartford Neighborhood Centers	38 Lawrence Street		Hartford,	CT	06106	860.251.6517	860.251.6520	cora_mercer@hnc.org
Sylviana	Lopez	Hispanic Health Council	175 Main Street		Hartford,	CT	06106	860.527.0856		syviana@hispanichealth.com
Kimberly	Wood	Housatonic Community College	900 Lafayette Blvd., Office LH-A108J		Bridgeport,	CT	06604	203.332.5098		kwood@hcc.commnet.edu
Ellen	Cartledge	Jewish Family Service	333 Bloomfield Avenue	Suite A	West Hartford,	CT	06117	860.236.1927		msouza@jshartford.org
Carolyn	Brooks-Burton	Lift Every Voice & Sing Gospel Festival	289 Granby Street		Hartford,	CT	06112	860.243.8734	860.243.8643	info@levasgospel.org
Chris	Fryer	Lincoln College of New England	Career Services	2279 Mount Vernon	Southington	CT	06489	860-628-4751, ext. 4096	860.628.6444	cfryer@lincolncollege.edu; lincolncollege.edu
Carl	Ochnio, Director	Manchester Community College	Great Path MS #8	P. O. Box 1046	Manchester,	CT	06045	860.512.3372		cochnio@mcc.commnet.edu
Executive	Director	Media Communications Association	P. O. Box 5135		Madison,	WI	53705			https://www.mca-i.org
Rich	Lenoce	Middlesex Community College	100 Training Hill Road		Middletown,	CT	06457	860.343.5796	860.343.6735	rlenoc@mxcc.edu; collegcentral.com/middlesexcc
Allison	Terry	Naugatuck Valley Community College	750 Chase Parkway		Waterbury,	CT	06708	203.575.8223	203.575.8003	aterry@nvcc.commnet.edu
Patrick	Boland	Norwalk Community College	188 Richard Avenue		Norwalk,	CT	06854	203.857.7032	203.857.7069	pboland@ncc.commnet.edu; www.collegcentral.com/ncc
Jill	Jones	NTA Boston/New England	Emmy Online Job Bank	P. O. Box 1332	Newport,	RI	02840	617.787.6576	401.848.9278	www.emmyonline.org; natasne@aol.com
Teresa	Younger	Permanent Commission on the Status of Women	18-20 Trinity Street		Hartford,	CT	06106	860.240.8300	860.240.8314	pcsw@cga.ct.gov; teresa.younger@cga.ct.gov
Kyle	Provost	Porter & Chester Institute	30 Waterchase Drive		Rocky Hill,	CT	06067	860.768.1464	860.371.2617	kprovost@porterchester.com
Christina	Billings	Post University	800 Country Club Road		Waterbury,	CT	06723	203.591.7467	203.596.4618	cbillings@post.edu
Caitlin	Green	Public Broadcasting Service	2100 Crystal Drive		Arlington,	VA	22202	703.739.5088	703.739.8689	cmgreen@pbs.org; connect@pbs.org
Joseph	Catrinio	Quinnipiac University	Career Services Office	275 Mt. Carmel Avenue	Hamden,	CT	06518	203.582.8725	203.582.8796	hire@quinnipiac.edu; joseph.catrinio@quinnipiac.edu
Natalie	Sutera	Rensselaer Polytechnic Institute	Career Services	275 Windsor Street	Hartford,	CT	06120	860.548.2412		suteran@rpi.edu; www.rpi.edu/dept/hr
Gerladine	White	Southern Connecticut State University	501 Crescent Street, MO 202		New Haven,	CT	06515	203.392.6536		princeg1@southernct.edu
Pamela	White	Springfield Technical Community College	One Armory Square, Suite 1	P. O. Box 9000	Springfield,	MA	01102	413.755.4464		careerservices@stcc.edu; stcc.edu/coop/careernet.asp
		State of Connecticut Job Bank/Connecticut Department of Labor						860.263.6000		dol.ctjobs@ct.gov; connecticut.us.jobs
Linda	Roy	Trinity College	300 Summit Street		Hartford,	CT	06106	860.297.2082	860.297.5378	linda.roy@trincoll.edu; career-services@trincoll.edu
Kimberly	James	Tunxis Community College	271 Scott Swamp Road		Farmington,	CT	06032	860.255.3500		kjames@tcc.commnet.edu
Kiran	Somaya	University of Bridgeport	Career Services Center	126 Park Avenue, 6th Floor	Bridgeport,	CT	06604	203.576.4466	203.576.4381	kdomsys@bridgeport.edu; careercenter@bridgeport.edu
Darlene	Reynolds	University of Connecticut	181 Auditorium Road		Storrs,	CT	06269-3051	860.486.3013	860.486.5287	darlene.reynolds@uconn.edu
Sue	Landolina	University of Hartford	Career Services	200 Bloomfield Avenue	West Hartford,	CT	06117	860.768.4287	860.768.5141	landolina@hartford.edu; www.hartford.edu/career
Valerie	Wilson	University of Saint Joseph	1678 Asylum Avenue		West Hartford,	CT	06117	860.231.5551	860.231.6722	www.careercenter@usj.edu; wwilson@usj.edu
Yvonne	Matthews	Urban League of Greater Hartford	140 Woodland Street		Hartford,	CT	06105	860.527.0147, ext. 153	860.293.2621	ymatthews@ulgh.org
Mark	Gifford	Urban League of Southwestern Connecticut	46 Atlantic Street		Stamford,	CT	06901	203.327.5810		mgifford@ulswc.org
Henry	Thomas	Urban League of Springfield	765 State Street		Springfield,	MA	01109	413.739.7211	413.732.9364	henthomas@ulspringfield.org;
Lisa	Carozza	Western Connecticut State University	Career Development Center	181 White Street	Danbury,	CT	06810	203.837.8264	203.837.8540	ltnhnl@wcsu.edu
Brenda	Oquenodo	YWCA Operations	Human Resources Office	135 Broad Street	Hartford,	CT	06105	860.525.1163, ext. 217		www.ywcahartford.org; brendao@ywcahartford.org

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Longer-Term Recruitment Initiatives

Connecticut Public Broadcasting, Inc. (CPBI) uses a number of methods to recruit widely in the station's community, and to enhance and continually improve outreach. In addition, the company provides meaningful opportunities for its workforce to achieve professional advancement. Most of the following steps have been implemented by CPBI since March 10, 2004, with several initiatives utilized, as noted below.

1) CPBI Recruitment

CPBI provides broad outreach regarding job vacancies at the station. We seek the help of local community organizations in referring qualified job candidates to the station and distributing information about job vacancies.

Starting in November 2004, CPBI posted a form on its Web site inviting community groups, organizations and universities to receive notification by mail, fax and/or e-mail of open positions at CPBI. Interested community organizations that wish to receive job vacancy information are instructed to print out the attached "Community Organizations Notification Request Form" and fax the completed form to (860) 275-7450, or mail the completed form to Human Resources at CPBI. Once CPBI is notified of the entity's interest, CPBI will send mailings and/or e-mail notifications to the organization alerting it to any new and open position(s). In addition, CPBI provides job vacancy information to the following organizations:

- * Adult Vocational Services/American School for the Deaf
- * African-American Affairs Commission
- * Albertus Magnus College
- * Asnuntuck Community College
- * Capital Community College
- * Capital Workforce
- * City of Hartford
- * Central Connecticut State University
- * Commission on Latino & Puerto Rican Affairs
- * Connecticut Association of Black Communicators
- * Connecticut Association of Nonprofits
- * Connecticut Broadcasters Association
- * Connecticut Community Colleges
- * Connecticut School of Broadcasting
- * Connecticut State University System
- * Corporation for Public Broadcasting
- * Current
- * Easter Seals Capital Region & Eastern Connecticut
- * Eastern Connecticut State University
- * Gateway Community College
- * Greater Hartford Arts Council
- * Hart Job Center
- * Hartford Neighborhood Centers
- * Hispanic Health Council
- * Housatonic Community College
- * Jewish Family Service
- * Lift Every Voice & Sing Gospel Festival
- * Lincoln College of New England
- * Manchester Community College
- * Media Communications Association
- * Melvin Flynt Productions
- * Middlesex Community College
- * Naugatuck Valley Community College
- * Norwalk Community College
- * NTA Boston/New England - Emmy Online Job Bank

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- * Permanent Commission on the Status of Women
- * Porter & Chester Institute
- * Post University
- * Public Broadcasting Service
- * Quinnipiac University
- * Rensselaer Polytechnic Institute
- * Southern Connecticut State University
- * Springfield Technical Community College
- * State of Connecticut Job Bank/CT Department of Labor
- * Trinity College
- * Tunxis Community College
- * University of Bridgeport
- * University of Connecticut
- * University of Hartford
- * University of Saint Joseph
- * Urban League of Greater Hartford
- * Urban League of Southwestern Connecticut
- * Urban League of Springfield
- * Western Connecticut State University
- * YWCA Operations

2) Participation in Job Banks

Connecticut Public Broadcasting, Inc. advertises job openings in the State of Connecticut Job Bank/ CT Department of Labor; the Connecticut Association of Nonprofits Job Bank, the Connecticut Broadcasters Association; the Corporation for Public Broadcasting; and PBS Intranet.

3) Scholarships

In 2006, CPBI created a scholarship program for college students. The first scholarship was awarded in June 2007 to commemorate WNPR radio personality Faith Middleton's 25th anniversary hosting "The Faith Middleton Show." In 2008, the WNPR/Connecticut Public Radio 30th Anniversary Scholarship was awarded, honoring the station's milestone. And in 2010 and 2011, the CPBN Scholarship was awarded. In 2012, the CPTV 50th Anniversary Scholarship was offered. Eligible candidates included Connecticut residents who are studying broadcasting – or plan to study broadcasting – at a university, college, community college, or technical school. The scholarship program will continue to provide a deserving student with scholarship assistance to encourage the pursuit of a career in broadcasting. In 2015, we awarded one scholarship to a college student in pursuit of a career in television production.

4) Employment Advertising

CPBI often advertises available positions in at least one of the following media sources: the CPBI website, the Careerbuilder.com website, The Hartford Courant and the Current newspaper. Occasionally, certain high-level fundraising positions also are recruited through the Association of Fundraising Professionals and the Chronicle of Philanthropy.

5) Equal Opportunity Employment

All CPBI job advertisements specify that Connecticut Public Broadcasting, Inc. is an equal opportunity employer.

6) Internships, Work/Study and Volunteer Recruitment

Connecticut Public Broadcasting, Inc. has an active program to recruit interns, work/study students and student volunteers to introduce students to the broadcasting work environment. Students can obtain exposure to public broadcasting, including producing, engineering and technical work, as well as ancillary functions such as corporate communications. Interns generally work for CPBI for a summer or a semester, with CPBI working with the student and his/her university in defining internship components that may qualify for college credit. In addition, CPBI occasionally recruits from a variety of sources including www.volunteermatch.org and www.internships.com. Also, CPBI often provides tours of its radio and television production facilities to the public and organizations in the area. In addition, in 2010 CPBI established a Future Producers Academy; 18 elementary school students participated in TV production workshops for five weeks, culminating in two newscasts created by the student producers. In 2010, 2011, 2012, and 2013 CPBN partnered with Sand Elementary School in Hartford to create Media Is Magic, a SAND Media Enrichment program, where seventh grade students were taught technical media skills. In 2014 and 2015, a media project was conducted with West Middle School in Hartford, students from the Journalism and Media Academy of the Hartford Public Schools participated in Blue Mic radio, multi-media reporting, the Film Institute and the Gaming Institute (after-school internship programs at CPBI), and CPBI hosted a "Journalist Boot Camp for adults.

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The following educational institutions participate in Connecticut Public Broadcasting, Inc.'s program:

- * American International College
- * Albertus Magnus College
- * Binghamton University
- * Bowdoin College
- * Central Connecticut State University
- * Clark University
- * Colby College
- * Eastern Connecticut State University
- * Elon University
- * Fairfield University
- * Hampshire College
- * Institute for Advanced Media
- * Manchester Community College
- * Marist College
- * Massachusetts College of Liberal Arts
- * Morgan State University
- * Moore College of Art and Design
- * Muhlenberg College
- * Pace University
- * Providence College
- * Sacred Heart University
- * Smith College
- * Southern Connecticut State University
- * SUNY Cortland
- * Trinity College
- * Tunxis Community College
- * University of Connecticut
- * University of Hartford
- * University of New Haven
- * Wesleyan University

From December 1, 2014 through November 30, 2015 a total of approximately 30 students participated in internships, work/study and volunteer programs at Connecticut Public Broadcasting, Inc. In addition, 50 individuals volunteered their services during the year.

7) Speaking Engagements

Connecticut Public Broadcasting, Inc. is often asked to speak to school groups and other groups about public broadcasting and careers in broadcasting. John Dankosky, WNPR News Director; Faith Middleton, WNPR Host; Donna Sodipo, Vice President of Education, and Jerry Franklin, President & CEO, acted as moderators and participated in speaking engagements at area schools as well as organizations during the reporting period.

8) Employee Tuition Reimbursement and Training Programs

Tuition Reimbursement - CPBI offers regular full-time employees the opportunity to take one tuition-free class per semester at accredited institutions within the Hartford Consortium for Higher Education (Capital Community College, Central Connecticut State University, Charter Oak State College, Goodwin College, Hartford Seminary, Rensselaer at Hartford, St. Thomas Seminary, Trinity College, University of Connecticut/Hartford, University of Hartford and University of Saint Joseph). Since December 2014, three employees participated in the tuition reimbursement benefit program under the Hartford Consortium for Higher Education program.

Training - CPBI sponsors training programs for its employees on a variety of workplace issues, including sexual harassment prevention training and stress and wellness management. In addition, during the past year, employees have had the opportunity to take part in training programs in the areas of computer software, graphic design, human resource management, media management, new media, TV and radio production, engineering, on-line applications, payroll and not-for-profit accounting.

9) Participation in Career/Job Fairs

In 2015, CPBI participated in Career/Job Fairs at the University of Connecticut, Quinnipiac University, University of New Haven, Central Connecticut College and Eastern Connecticut University. During the Career Fairs, participants were able to submit resumes and learn more about CPBI's initiatives and programs. Several representatives from CPBI met with students and attendees and collected resumes from interested candidates for upcoming internship and job opportunities.