

## 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.

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#### 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	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 <a href="mailto:yurkowall@albertus.edu">203.752.3063 and 203.773.8984 Email: yurkowall@albertus.edu</a>
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 <a href="mailto:CareerServices@umass.edu">CareerServices@umass.edu 413-545-2224</a>
4	Cat Carter, Academic and Career Advisor	Asnuntuck Community College	170 Elm Street; Enfield, CT 06082 <a href="mailto:Ccarter@asnuntuck.edu">Ccarter@asnuntuck.edu 860-253-3072</a>
5	Caitlin Ursini, Recruiting Program Assistant	Barnard College	3009 Broadway; NY, NY 10027 212.854.5262 <a href="mailto:BeyondBarnard@barnard.edu">BeyondBarnard@barnard.edu</a>
6		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>
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 <a href="mailto:607-777-2400_careers@binghamton.edu">607-777-2400 careers@binghamton.edu</a>
9	Corinne Montanaro, Recruiting Coordinator	Boston University	Center for Career Development; 100 Bay State Road; Boston, MA 02215 <a href="mailto:617-353-3590_future@bu.edu">617-353-3590 future@bu.edu</a>
10		Brandeis University	Hiatt Career Center; Usdan 1; MS204; 415 South Street; Waltham, MA 02453 <a href="mailto:recruiting@brandeis.edu">recruiting@brandeis.edu 781-736-3618</a>
11	Alexandra Pisco, Career Development and Student Employment Coordinator	Bridgeport University	Center for Career Development; 126 Park Avenue; Bridgeport, CT 06604 1-800-392-3582 <a href="mailto:apisco@bridgeport.edu">apisco@bridgeport.edu</a>
12	Karen Whittet, Career Counselor	Brown University	167 Angell Street; Providence, RI 02912 <a href="mailto:careerlab@brown.edu">careerlab@brown.edu 401-863-3326</a>
13	Abby Albright, Assistant Director for Employer Relations	Cabrini University	610 King of Prussia Road; Radnor, PA 19087 <a href="mailto:aa4266@cabrini.edu">aa4266@cabrini.edu 610-902-8594</a>
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 <a href="mailto:Johnsonmon@ccsu.edu">Johnsonmon@ccsu.edu</a>
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 <a href="mailto:Matthew.McGuire@communitybrands.com">Matthew.McGuire@communitybrands.com 1.727.497.6565 EXT 3392</a>
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 <a href="mailto:HumanResources@ctpublic.org">HumanResources@ctpublic.org</a>
22	Demetra Dentes, Employer Scheduling Coordinator	Cornell University	Cornell Career Services; 103 Barnes Hall; Ithaca, NY 14853 <a href="mailto:career@cornell.edu">career@cornell.edu 607-255-5221</a>
23		CPB Jobline (Corporation for Public Broadcasting)	401 9th St; NW; Washington DC 20004-2129 202-879-9600
24		CT Hires	Varies by location <a href="mailto:DOL.CTHiresHelpdesk@ct.gov">DOL.CTHiresHelpdesk@ct.gov</a>
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 taylurray@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	<a href="mailto:bcampbel@endicott.edu">bcampbel@endicott.edu</a> <a href="tel:978-86-7619">978-86-7619</a>
29		Facebook	N/A	<a href="#">N/A</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	<a href="mailto:career-services@gordon.edu">career-services@gordon.edu</a> <a href="tel:978.867.4275">978.867.4275</a>
32		Greater Hartford Arts Council	100 Pearl Street; 1st Floor; Hartford, CT 06103	<a href="mailto:info@letsgoarts.org">info@letsgoarts.org</a> <a href="tel:860-525-8629">860-525-8629</a>
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	<a href="tel:203-332-5983">(203) 332-5983</a> <a href="mailto:athomas@housatonic.edu">athomas@housatonic.edu</a>
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	<a href="mailto:JGreene@manchestercc.edu">JGreene@manchestercc.edu</a> <a href="tel:860-512-3372">860-512-3372</a>
41		Mandy.com	N/A	<a href="#">Mandy.com</a>
42		Manhattan College	Center for Career Development; 4513 Manhattan College Parkway; Riverdale, NY 10471	<a href="mailto:careerdevelopment@manhattan.edu">careerdevelopment@manhattan.edu</a>
43		Media Bistro	N/A	
44	Ricardo Barret, Academics and Career Counselor	Middlesex Community College	Career Services; 100 Training Hill Road; Middletown, cT 06457	<a href="mailto:rbarrett@mxcc.edu">rbarrett@mxcc.edu</a> <a href="tel:860-343-5823">860-343-5823</a> <a href="tel:413-538-2080">413-538-2080</a>
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	<a href="mailto:cdc@mholyoke.edu">cdc@mholyoke.edu</a> <a href="mailto:macklers@merrimack.edu">macklers@merrimack.edu</a> <a href="tel:978-83-5589">978-83-5589</a>
46	Sarah Mackler, Career Advisor	Merrimack College	2100 Crystal Drive; Arlington, VA 22202	703-739-5000
47		Public Broadcasting Service		
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	<a href="tel:203-575-8158">203-575-8158</a> <a href="mailto:cjpc@nv.edu">cjpc@nv.edu</a>
51	Gabriela Gutierrez, Assistant Director Student and Alumni Career Advisement	New Jersey Institute of Technology		<a href="mailto:Gabriela.Gutierrez@njit.edu">Gabriela.Gutierrez@njit.edu</a> <a href="tel:973-596-2939">973-596-2939</a>

	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	<a href="tel:212-346-1950">212-346-1950</a> <a href="mailto:Careers@pace.edu">Careers@pace.edu</a>
55		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>
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	<a href="tel:401-456-8031">401-456-8031</a> <a href="mailto:dmoran@ric.edu">dmoran@ric.edu</a>
60		Roger Williams University	Center for Career and Professional Development; Global Heritage Hall; First Floor; One Old Ferry Road; Bristol, RI 02809	<a href="tel:400-254-3224">400-254-3224</a> <a href="mailto:ccpd.rwu.edu">ccpd.rwu.edu</a>
61		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>
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	<a href="tel:603-641-7490">603-641-7490</a> <a href="mailto:careers@anselm.edu">careers@anselm.edu</a>
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	<a href="mailto:CareerServices@SouthernCT.edu">CareerServices@SouthernCT.edu</a> <a href="tel:203-392-6539">203-392-6539</a>
65	Pamela White; Director of the Career Development Center	Springfield Technical Community College	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>
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	<a href="mailto:kshatas@stonehill.edu">kshatas@stonehill.edu</a> <a href="tel:508-565-1325">508-565-1325</a>
70	Christelle Paul, Career Advisor	Suffolk University	73 Tremont Street; Boston, MA 02108	<a href="mailto:cpaul3@suffolk.edu">cpaul3@suffolk.edu</a>
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	<a href="mailto:ses@cortland.edu">ses@cortland.edu</a> <a href="tel:607-753-2223">607-753-2223</a> <a href="mailto:Michelina.Gibbons@cortland.edu">Michelina.Gibbons@cortland.edu</a>
72		Syracuse University	303 University Pl, Ste 235, Syracuse, NY 13244-5040	<a href="mailto:careers@syr.edu">careers@syr.edu</a> <a href="tel:315-443-3616">315-443-3616</a>
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		<a href="mailto:Taylor.Pierce@tufts.edu">Taylor.Pierce@tufts.edu</a>
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	<a href="mailto:careerservices@umass.edu">careerservices@umass.edu</a> 413-545-2224
79		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
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	<a href="tel:802-656-3450">802-656-3450</a> <a href="mailto:career@uvm.edu">career@uvm.edu</a>
82	Keith Hassell, Director	University of Bridgeport	Center for Career Development; Garden Level 119, Wahlstrom Library; 126 Park Ave; Bridgeport, CT 06604	<a href="mailto:khassell@bridgeport.edu">khassell@bridgeport.edu</a> 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	<a href="mailto:860-486-3013_Eran.Peterson@uconn.edu">860-486-3013 Eran.Peterson@uconn.edu</a>
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	<a href="mailto:vwilson@usj.edu">vwilson@usj.edu</a> 860-231-5551
86		Variety Careers	No available address listed	<a href="https://jobs.variety.com/careers/employer/add">https://jobs.variety.com/careers/employer/add</a>
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 <a href="mailto:careercenter@wesleyan.edu">careercenter@wesleyan.edu</a>
89	Kathleen Lindenmayer, Director of the Career Success Center	Western Connecticut State University	Career Development Center; 181 White St; Danbury, CT 06810	<a href="tel:203.837.8264">203.837.8264</a> or <a href="tel:203.837.8540">203.837.8540</a> <a href="mailto:careersuccess@wcsu.edu">careersuccess@wcsu.edu</a>
90	Junior Delgado, Director, Career Center and Employer Relations	Westfield State University	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
91	Shelley Stokes, Career Education Coordinator	Wellesley College	Green Hall 441; 106 Central Street; Wellesley, MA 02481	<a href="mailto:careereducation@wellesley.edu">careereducation@wellesley.edu</a> 781-283-3469
92	Allyson Bernard, Senior Operations Coordinator	Worcester Polytechnic Institute	Career Development Center; 100 Institute Road; Worcester, MA 01609-2280	<a href="tel:508-831-5260">508-831-5260</a> <a href="mailto:cdc@wpi.edu">cdc@wpi.edu</a>
	Note: No recruitment source has specifically requested notices of job openings.			