

**Maryland Public Television
Annual EEO Public File Report
Reporting period: 6/1/04 – 6/1/05**

1. Vacancies Filled:

<u>Position Title</u>	<u>Recruitment Sources</u>	<u># of Applicants Interviewed</u>	<u># of Interviewees from Sources</u>	<u>Recruitment Source for This Hire</u>
Procurement Specialist	MPT Website; Careerbuilder.com; State of Maryland Job line	6	MPT Website – 2 State of Maryland Job line - 4	State of Maryland Job line
Mng. Director, Donor Development	MPT Website; CPB Website; PBS Connect; Careerbuilder.com; Assoc. Of Fundraising Professionals	5	Assoc. Fundraising Professionals – 3 MPT Website – 1 PBS Connect - 1	PBS Connect
Accounting Clerk	MPT Website; Careerbuilder.com; State of Maryland Job line; America's Job Bank	4	Careerbuilder.com – 2 Employee Referral – 2	Employee Referral
Manager, Telemarketing	MPT Website; Careerbuilder.com; PBS Connect; CPB Website	4	Careerbuilder.com – 2 PBS Connect 2	PBS Connect
Sr. Technical Online Producer	MPT Website; PBS Connect; Careerbuilder.com; DCWebwomen.org; Vault.com; Craig's List	6	MPT Website – 2 Careerbuilder.com – 2 DCWebWomen.org - 1	MPT Website
Online Producer	MPT Website; PBS Connect; Careerbuilder.com; DCWebwomen.org; Vault.com; Craig's List	9	MPT Website – 4 DC WebWomen.org – 1 Careerbuilder.com – 3	MPT Website
Manager Professional Development (2)	MPT Website; PBS Connect; Careerbuilder.com; IHireElementary.com; IMDiversity.com	8	Careerbuilder.com – 4 MPT Website - 4	Careerbuilder.com
Asst. Dir., Professional Development	Internal Posting	1	Internal Posting – 1	Internal Posting
Secretary	MPT Website; Careerbuilder.com; America's Job Bank; State of Maryland Job Line	5	State of Maryland Job line – 3 Careerbuilder.com – 1 MPT Website – 1	Careerbuilder.com
Communications Specialist	MPT Website; Careerbuilder.com; America's	3	Careerbuilder.com – 2	Careerbuilder.com

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	Job Bank		MPT Website - 1	
Broadcast Services Asst.	MPT Website; Careerbuilder.com; America's Job Bank	4	Careerbuilder.com – 2 MPT Website – 2	MPT Website
Audience Ser. Rep.	MPT Website; Careerbuilder.com; America's Job Bank	4	MPT Website – 1 Careerbuilder.com – 2 Employee Referral - 1	Careerbuilder.com

Recruitment Sources:

Recruitment sources routinely used are:

Maryland Public Television Website

www.mpt.org

PBS Website

1320 Braddock Place
Alexandria, VA 22314
703-739-5132
www.pbs.org

The Corporation for Public Broadcasting

401 Ninth Street N.W.
Washington, DC 20004-2129
202-879-9600
Contact Jobline@cpb.org
Post jobs at stations.cpb.org/jobline

Careerbuilder.com

8420 West Bryn Mawr Ave.
Suite 1000
Chicago, Illinois 60631

Electronic Media

Sari Weiner
360 N. Michigan Avenue
Chicago, Illinois 60601

National Association of Broadcasters

1771 N. Street NW

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Washington DC 20036

<http://www.nab.org/bcc/program/members/checklogin.asp>

The Current

1612 K St. NW

Suite 704

Washington, DC20006

Danielle Mungin

202 463-7055 ext 36

Broadcasting & Cable Magazine

PO Box 15157

North Hollywood, CA 0615-5517

866-258-1075

Yuki Atsumi, Account Executive-Classified Sales

Broadcast Engineering

P.O. Box 12901

Overland Park, KS 66282-2901

913-341-1300

Society for Broadcast Engineers

SBE Job Line

Scott Jones

SBE National Office

Indianapolis, Indiana

<http://www.sbe.org/jobline.html>

Vault.com

150 West 22nd Street

New York, NY 10011

212 366-4242

Monster.com

5 Clock Tower Place, Suite 500

Maynard, MA 01755

Hotjobs.com

New York, NY 10001 USA

www.hotjobs.com

DCWebWomen.org

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State of Maryland Job line

Doug Swanson

DSWANSON@dbm.state.md.us

Association of Fundraising Professionals

1101 King Street, Suite 700

Alexandria, VA. 22314

<http://www.afpnet.org>

America's Job Bank

<http://www.ajb.dni.us/>

Craig's List

<http://baltimore.craigslist.org/>

IHireElementary.com

<http://www.ihireelementaryteachers.com/>

IMDiversity.com

<http://www.imdiversity.com/>

Recruitment initiatives

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

a. MPT has an active internship program and posts internship opportunities on university and college job/internship online message boards at all times of the year. At any one time, MPT has approximately 5-8 interns active in various departments. MPT also conducts its own internship job fair to allow potential interns to be interviewed at MPT's facilities.

b. We have begun a more intense relationship with Towson University to develop a more structured internship program utilizing Towson University students.

II. Establishment of internship through Emma Bowen Foundation. The Corporation for Public Broadcasting (CPB) and Emma Bowen Foundation established an internship program to encourage promising students to consider careers in media. MPT is one of four public broadcasters selected to receive such an intern. The internship provides a student with an opportunity to participate in every area of the organization over four to five summers. The Emma Bowen intern is scheduled to begin after June 1, 2005.

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III. Participation in job fairs by station personnel

1. Unity Job Fair – August 3, 2004
2. Howard University Job Fair – October 22, 2004
3. Future Business Leaders Mock Job Interview – Owings Mills High School – February 2, 2005

IV. The following activities demonstrate MPT's commitment to providing information about broadcasting careers (and careers in general) to the community. MPT believes that these kinds of activities demonstrate our involvement in our community as a whole.

1. You Can Afford College. This show was heavily supported by the academic community who sent financial aid counselors to MPT to take calls to the 800 number in order to make referrals and provide assistance and recommendations to viewers interested in learning about ways to fund a college education for their children.

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

- 1). MPT is in the process of implementing a supervisor training program that will encompass EEO training to heighten awareness of possible discrimination in employment practices. The first scheduled training session took place on 5/5/05.