

2021 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, 2020 – November 30, 2021

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

During the reporting period, a total of **18 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	New Business Account Representative	Connecticut Public website (Ctpublic.org)
2	Director of Digital Products and Strategic Integration	Indeed
3	Marketing Coordinator and Copywriter	Employee Referral
4	Investigative Editor	Connecticut Public Career Site (Cornerstone)
5	Reporter I*	Funder or Sponsor Referral
6	Grant Writer	Connecticut NonProfit Alliance
7	Senior Manager, Operations	Corporation for Public Broadcasting (CPB) Jobline

	JOB TITLE	RECRUITMENT SOURCE
8	Manager of Customer Data Platform and Online Giving	Employee Referral
9	Data Reporter	Current (publicmediajobs.org)
10	Social Media Editor	Connecticut Public Career Site (Cornerstone)
11	Investigative Reporter	Employee Referral
12	Senior Director, Growth Strategy	Current (publicmediajobs.org)
13	Membership Processing Coordinator	Employee Referral
14	Senior Vice President, Underwriting, Product, and Partnerships	Employee Referral
15	Producer II, <i>Where We Live</i>	Connecticut Public Career Site (Cornerstone)
16	Education Reporter II	Connecticut Public Career Site (Cornerstone)
17	Grant Writer	Employee Referral
18	Visuals Producer II	Employee Referral

* This position was filled by a candidate initially selected by an outside journalism organization that recruits nationally.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 87

RECRUITMENT SOURCES REFERRING INTERVIEWEES	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Indeed	14
Connecticut Public website (Ctpublic.org)	4
Employee Referral	13
Funder or Sponsor Referral	4
Corporation for Public Broadcasting (CPB) Jobline	5
LinkedIn	2
Handshake	2
Glassdoor.com	1
Think Public Media	1
National Association of Black Journalists	4
National Association of Hispanic Journalists	3
Asian American Journalists Association	1

RECRUITMENT SOURCES REFERRING INTERVIEWEES	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Connecticut NonProfit Alliance	8
Current (publicmediajobs.org)	5
Connecticut Public Career Site (Cornerstone)	20
Total Interviewed	87

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) Craig Newmark Graduate School of Journalism Networking Fair (March, 2021); 2) NABJ – National Association of Black Journalists Convention and Career Fair (August, 2021); 3) NAHJ – National Association of Hispanic Journalists Training Conference and Career Fair (July, 2021); 4) Asian American Journalists Association Convention/Career Fair (August, 2021).

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. Nine (9) students participated in internships in the marketing, social media, and radio talk shows areas. In addition, the stations were the recipient of grants from several individual funders, which funded seven (7) internships in the newsroom. The total number of internships during the reporting period was sixteen (16).

Listing of 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 the *Corporation for Public Broadcasting (CPB) Jobline*, Current's publicmediajobs.org, thejobnetwork.com, and promote recruiting opportunities through diverse journalism conferences for the recruitment of people of color. Such conferences/conventions include the National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ).

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

During the reporting period, the stations initiated a company-wide diversity, equity, and inclusion (DEI) initiative with a third-party diversity consultant. The outcome of the initiative is an overall DEI Strategic and Training Plan. As part of this initiative, employees, including all management level employees, have participated in robust training sessions covering topics including *Unconscious Bias, Micro Aggressions, Micro Affirmations, and Allyship*, as examples.



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



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
31	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
32	Employee Referral	Internal CT Public employees	1049 Asylum Ave; Hartford, CT 06105	
33	Endicott College	Brenda Campbell, Associate Director of Employer Relations	Career Center; 376 Hale Street; Beverly, MA 01915	bcampbell@endicott.edu 978-86-7619
34	Facebook		N/A	N/A
35	Fairfield University	Deidre Bennet and Kim		Dbennett@fairfield.edu
36	Gateway Community College	Judy Goldwin, Carer Services Associate	20 Church Street; New Haven, CT 06510	(203) 285-2144
37	Glassdoor.com			
38	Gordon College	Andrea Ribeiro, Assistant Director of Career Development and Strategic Programming	Career Services; 255 Grapevine Road; Wenham, MA 01984	career-services@gordon.edu 978.867.4275
39	Handshake	Includes the following colleges: Albertus Magnus College, Alfred University, Barnard College, Bay Path University, Becker College, Binghamton University, Boston University, Brandeis University, Carnegie Mellon University, CUNY Newmark Graduate School of Journalism, Eastern Connecticut State University, Emerson College, Endicott College, Gordon College, Johnson and Wales University, Lincoln College of New England, Manhattan College, Merrimack College, Mount Holyoke College, Norwich University, Pace University, Princeton University, Providence College, Quinnipiac University, Ramapo College of New Jersey, Rhode Island College, Roger Williams University, Rutgers University, Saint Anselm College, Smith College, Springfield Technical Community College, 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, The Cooper Union, Trinity College, Tufts University, University of Bridgeport, University of Connecticut, University of Massachusetts-Amherst, University of New Hampshire, University of St. Joseph, University of Vermont, Vassar College, Wellesley College, Western Connecticut State University, Westfield State University, Worcester Polytechnic Institute	https://joinhandshake.com/	
40	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
41	Howard University			
42	Indeed		N/A	N/A
43	Internal Candidate	Sonja Pasquantonio, Director of Human Resources		ctpublic.csod.org
44	Investigative Reporters and Editors			www.ire.org/jobs
45	Johnson and Wales University		8 Abbott Park Pl; Providence, RI 02903	855-236-8492
46	Lincoln College of New England		Office of Career Services; 2279 Mount Vernon Road; Southington, CT 06489	860-628-4751
47	LinkedIn		N/A	N/A
48	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
49	Manhattan College		Center for Career Development; 4513 Manhattan College Parkway; Riverdale, NY 10471	careerdevelopment@manhattan.edu



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
50	Merrimack College	Sarah Mackler, Career Advisor	O'Brien Center; 315 Turnpike Street; North Andover, MA 01845	macklers@merrimack.edu 978-83-5589
51	Middlesex Community College	Ricardo Barret, Academic and Career Counselor	Career Services; 100 Training Hill Road; Middletown, CT 06457	rbarrett@mxcc.edu 860-343-5823
52	Monster.com			413-538-2080 cdc@mtholyoke.edu
53	Mount Holyoke College	Liz Lierman, Director Career Development Center	Career Development Services; Daniel Jones Bldg;	
54	National Association of Black Journalists		1100 Knight Hall, Ste 3100; College Park, MD 20742	301-405-0248
55	National Association of Hispanic Journalists			
56	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
57	New Jersey Institute of Technology	Gabriela Gutierrez, Assistant Director Student and Alumni Career Advisement		Gabriela.Gutierrez@njit.edu 973-596-2939
58	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
59	Norwich University	Jim Graves, Internship Coordinator	Career Development Center; 158 Harmon Drive; Northfield, VT 05663	802-485-2000 jgraves1@norwich.edu
60	Pace University	Henry Tobias, Career Counselor	Career Services; 41 Park Row; 14th Floor; NY, NY 10038	212-346-1950 Careers@pace.edu
61	Pipeline - Internal Database of Applicants in Cornerstone - Applicant Tracking System	Sonja Pasquantonio, Director of Human Resources		https://ctpublic.csod.com/login/render.aspx?id=defaultclp
62	Princeton University		Office of Career Services; 36 University Place; Ste 200; Princeton, NJ 08544	609-258-3325 recruiting@princeton.edu
63	Providence College	Janet Bates, Career Coach	Career Center; 1 Cunningham Square; Providence, RI 02918	401-865-1000 jbates@providence.edu
64	Public Broadcasting Service		2100 Crystal Drive; Arlington, VA 22202	703-739-5000
65	Public Media Journalists Association	Christine Paige Diers	christine@pmja.org	
66	Quinebaug Valley Community College			https://www.collegecentral.com/ctcommnet
67	Ramapo College of New Jersey	Kevin Blute, Assistant Director	Career Center; 505 Ramapo Valley Road; Mahwah, NJ 07430	201-684-7500 kblute@ramapo.edu
68	Rhode Island College	Demetria Moran, Director	Career Development; 600 Mount Pleasant Ave; Providence, RI 02908	401-456-8031 dmoran@ric.edu
69	Roger Williams University		Center for Career and Professional Development; Global Heritage Hall; First Floor; One Old Ferry Road; Bristol, RI 02809	400-254-3224 ccpd.rwu.edu
70	Rutgers University		University Career Services; 106 Somerset Street; 4th Floor; New Brunswick, NJ 08901	recruiting@echo.rutgers.edu 848-445-7287
71	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	603-641-7490 careers@anselm.edu
72	Smith College	Brenda Jameson, Recruiting Coordinator	Lazarus Center for Career Development; 10 Elm Street; Northampton, MA 01063	413-585-2579 bjameson@smith.edu
73	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
74	Springfield Technical Community College	Pamela White; Director of the Career Development Center	One Armory Square; Ste 1; Springfield, MA 01102-9000	PJWhite@ctc.edu 413-755-4464
75	St John's University New York		Career Services; 8000 Utopia Parkway; Queens, NY 11439	719-990-2000
76	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@sjcnyc.edu
77	State University of New York at Oswego	Eric Frans, Career Coach	Career Services; 7060 State Route 104; Oswego, NY 13126-3599	315-312-5000



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	Stonehill College	Kristine Shatas, Employer Relations Manager	Career Development; 320 Washington Street; Easton, MA 02357	kshatas@stonehill.edu 508-565-1325
79	Suffolk University	Christelle Paul, Career Advisor	73 Tremont Street; Boston, MA 02108	cpaul3@suffolk.edu
80	SUNY Cortland	Mickey Gibbons, Employer Relations and Recruiting Coordinator	Student Employment Services; Van Hoesen Hall, Room B-5; PO Box 2000; Cortland, NY 13045	ses@cortland.edu 607-753-2223 Michelina.Gibbons@cortland.edu
81	Syracuse University		303 University Pl, Ste 235, Syracuse, NY 13244-5040	careers@sy.edu 315-443-3616
82	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
83	The Cooper Union		30 Cooper Square; NY, NY 10003	212-353-4100
84	The Ida B. Wells Society for Investigative Reporter		sdleath@email.unc.edu	https://idabwellsociety.org/
85	Think Public Media			www.thinkpublicmedia.org
86	Three Rivers Community College - CT		\$195 for 30-days per job	
87	Trinity College	Joseph Catrino, Director	300 Summit Street Hartford, CT 06106	860.297.2082 or 860.297.5378 Joseph.Catrino@trincoll.edu
88	Tufts University	Taylor Pierce, Recruiting Coordinator		Taylor.Pierce@tufts.edu
89	Tunxis Community College		271 Scott Swamp Road Farmington, CT 06032	860.255.3500
90	University of Bridgeport	Keith Hassell, Director	Center for Career Development; Garden Level 119, Wahlstrom Library; 126 Park Ave; Bridgeport, CT 06604	khassell@bridgeport.edu 1-800-392-3582
91	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 Eran.Peterson@uconn.edu
92	University of Hartford		Career Services; 200 Bloomfield Ave; Hartford, CT	860-768-4287
93	University of Massachusetts - Amherst		511 Goodell Bldg; 140 Hicks Way; Amherst	careerservices@umass.edu 413-545-2224
94	University of New Hampshire		Career Center; Hood House; 89 Main Street; Durham, NH 03824	caps@unh.edu 603-862-2070
95	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 kforkin@newhaven.edu
96	University of Saint Joseph	Valerie Wilson, Assistant Director	1678 Asylum Avenue; Hartford, CT	vwilson@usj.edu 860-231-5551
97	University of Vermont		Davis Center 204; 590 Main Street; Burlington, VT 05405	802-656-3450 career@uvm.edu
98	Wellesley College	Shelley Stokes, Career Education Coordinator	Green Hall 441; 106 Central Street; Wellesley, MA 02481	careereducation@wellesley.edu 781-283-3469
99	Wesleyan University	Ruthann Coyote, PhD., Career Advisor	Gordon Career Center; 45 Wyllys Ave; Middletown, CT 06459	860-685-2000 careercenter@wesleyan.edu
100	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 careersuccess@wcsu.edu
101	Westfield State University	Junior Delgado, Director, Career Center and Employer Relations	Career Success Center; Lammers Hall; 577 Western Ave; Westfield, MA 01086	Careers@westfield.ma.edu 413-572-5300
102	Worcester Polytechnic Institute	Allyson Bernard, Senior Operations Coordinator	Career Development Center; 100 Institute Road; Worcester, MA 01609-2280	508-831-5260 cdc@wpi.edu