

2020 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, 2019 – November 30, 2020

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

During the reporting period, a total of **12 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	Visuals Director	Employee Referral
2	Visuals Editor II	Employee Referral
3	Grants and Proposals Manager	Connecticut Public website
4	Producer III	Connecticut Public website
5	Institutional Advancement Associate	Connecticut Public website
6	Host, <i>All Things Considered</i>	LinkedIn
7	Digital Audience Coordinator	Employee Referral
8	Digital Project Manager	Indeed.com
9	Educational Director	CPB Jobline

	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10, 11	Reporter I (two positions)*	Funder or Sponsor Referral
12	Sales and Corporate Support Specialist	Connecticut Public website

* Two positions were filled by candidates initially selected by an outside journalist organization that recruits nationally.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 57

RECRUITMENT SOURCES REFERRING INTERVIEWEES DURING REPORTING PERIOD	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Indeed.com	22
Connecticut Public website (Ctpublic.org)	18
Employee Referral	7
Funder or Sponsor Referral	5
Corporation for Public Broadcasting (CPB) Jobline	2
LinkedIn	1
Handshake	1
My Interfase	1
Total Interviewed	57

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) Newmark Journalism School Virtual Career Fair (October, 2020); 2) Investigative Editor Virtual Career Fair (September, 2020); 3) Albertus Magnus Career and Internship Fair (March, 2020); 4) Veteran's Showcase Hiring Event (March, 2020); and 5) NABJ Regional Conference (January, 2020).

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. Six (6) students participated in internships in the marketing, social media, education, and radio talk shows areas. In addition, the stations were the recipient of grants from several individual funders, which funded four (4) internships in the newsroom focused in the areas of integrity in journalism.

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 *CT Hires* and the *Corporation for Public Broadcasting (CPB) Jobline*, and promotes recruiting opportunities through diverse journalism conferences for the recruitment of people of color. Such conferences include the National Association of Black Journalists (NABJ).

Sponsored at least two (2) events in the community designed to inform and educate members of 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. Twenty-three (23) students were enrolled in the IAM during the reporting period.

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	Asian American Journalists Association	Naomi Tacuyan Underwood	5 Third St, Ste 1108 San Francisco, CA 94103 415-346-2051 ext. 106	Justins@aaaja.org ; https://www.aaaja.org/career_center
2	Association of Fundraising Professionals	Thomas Denehan (Account Manager)	104 Brookline Avenue West Springfield, MA 01089	Go to http://jobs.afpnet.org/hr and enter your Email and Password to login to your company account.
3	Bridgeport University (Apply via Purple Briefcase)	Rachel Cuttitta (Career Development and Student Employment Coordinator)	Center for Career Development 126 Park Avenue Bridgeport, CT 06604	1-800-392-3582 RCuttitta@bridgeport.edu https://app.purplebriefcase.com/pb/account/login/
4	Career Builder	N/A	200 N. LaSalle Street Chicago, IL 60601	hiring.careerbuilder.com/post-jobs 877-345-5256
5	College Central Network	Includes the following colleges: Asnuntuck Community College, Gateway Community College, Goodwin University, Manchester Community College, Middlesex Community College, Naugatuck Valley Community College, Norwalk Community College, Quinebaug Valley Community College	College Central is an online application portal for registered colleges/universities	https://www.collegecentral.com/
6	Connecticut Broadcasters Association	Michael Ryan (President)	PO Box 1785 Avon, CT 06001	https://app.purplebriefcase.com/pb/account/login/ Phone: 860-305-2038 Fax: 860-675-8257
7	CPB Jobline (Corporation for Public Broadcasting)	N/A	401 9th St; NW Washington DC 20004-2129	www.cpb.org/jobline 202-879-9600
8	CT Hires	N/A	Varies by location	DOL.CTHiresHelpdesk@ct.gov
9	CT NonProfit Alliance	Matthew McGuire	75 Charter Oak Ave; Ste 1-100 Hartford, CT 0616	https://careers.ctnonprofits.org/employer/pricing/ Matthew.McGuire@communitybrands.com 1.727.497.6565 EXT 3392
10	CT Public Website	Sonja Pasquantonio (Director of Human Resources)	1049 Asylum Ave Hartford, CT 06105	HumanResources@ctpublic.org
11	Current (Jobs.Current.org)		6930 Carroll Ave; Ste 625 Takoma Park, MD 20912	https://jobs.current.org/employer/pricing/ 301-270-7240
12	Dow Jones Newspaper Fund		PO Box 300 Princeton, NJ 08453	609-452-2820
13	Facebook		N/A	https://www.facebook.com/ctpublic
14	Glassdoor.com		N/A	Glassdoor.com
15	Greater Hartford Arts Council		100 Pearl Street; 1st Floor Hartford, CT 06103	https://letsgoarts.org/wp-login.php info@letsgoarts.org 860 525-8629

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
16	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	Handshake is a large interconnected pool of nationwide colleges and universities with a long reach for students and employers	https://joinhandshake.com/
17	Indeed Employer Website		N/A	N/A
18	Investigative Reporters and Editors	Chris Vachon (Director of Partnerships)	141 Neff Annex Missouri School of Journalism Columbia, MO 65211	www.ire.org/jobs chris@ire.org
19	LinkedIn		N/A	https://www.linkedin.com/company/112742/admin/
20	My Interfase	Includes the following colleges: University of Hartford, Wesleyan University	Career Services 200 Bloomfield Ave Hartford, CT 06117	https://www.myinterfase.com/wne/employer/home.aspx 860-768-4287
21	National Association of Black Journalists		1100 Knight Hall, Ste 3100 College Park, MD 20742	https://nabjonline.org/ 301-405-0248
22	National Association of Hispanic Journalists			www.nahccareers.org
23	Native American Journalists Association	Sterling Cosper (Program Manager)		https://nabjonline.org/
24	Public Broadcasting Service		2100 Crystal Drive Arlington, VA 22202	703-739-5000
25	Public Media Journalists Association	Christine Paige Diers (Business Manager)	christine@pmja.org PO Box 838 Sturgis, SD 57785	https://www.pmja.org/

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
26	Society of Professional Journalists	Billy O'Keefe (Web Administrator)	Eugene S. Pulliam National Journalism Center 3909 N. Meridian St., Ste 200 Indianapolis, IN 46208	317-927-8000 bill.ok@mac.com
27	South Asian Journalists Association	Mihir Zaveri (President)	Not listed, cyber location only	president@saja.org
28	Southern Connecticut State University (Apply via Symplicity)	Kelvin Rutledge (Director of Career and Professional Development)	Office of Career and Professional Development 501 Crescent St New Haven, CT 06515	southernct-csm.symplicity.com/employers/?signin_tab=0 CareerServices@SouthernCT.edu 203-392-6539
29	University of New Haven (Apply via Charger)	Kathy Forkin (Assistant Director / Career Preparation Programs)	103 Bartles Student Activity Center 300 Boston Post Road West Haven, CT 06516	https://unh.acade-me.com/portal forkin@newhaven.edu 203-932-7342