

# 2017 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, 2016 – November 30, 2017

No. of Full-time Employees: More than 10

During the reporting period, a total of **4 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. Sixteen (16) students participated in internships during the reporting period in the following areas: Media Lab, WNPR news reporting, WNPR talk shows, education, and television production. 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) On June 1, 2017, the station established its annual Women's Leadership scholarship which was awarded to one (1) student in the community pursuing a degree in communications at a local university.

(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 50 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 2017, three (3) employees took undergraduate and graduate-level courses at local colleges under the tuition reimbursement program. In addition, two (2) senior executives of the station participated in a year-long "Neighborhood Builders" executive development program sponsored by Bank of America.

### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
8/7/17	Fellow/Educational Programs	Corporate Sponsor Referral
10/3/17	Senior Vice President, Strategy and Development	Employee Referral
10/4/17	Director of Marketing and Research	Employee Referral
11/13/17	WNPR Producer, <i>Where We Live</i>	Employee Applicant

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### INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 27

RECRUITMENT SOURCES REFERRING INTERVIEWEES DURING REPORTING PERIOD	NUMBER OF PERSONS INTERVIEWED THAT THE SOURCE REFERRED
Employee Referral	6
Corporate Sponsor Referral	8
LinkedIn	1
CPBN.org	4
Indeed.com	7
Employee Applicant	1

**Recruiting Sources Used  
(for all Full-Time Job Openings)**

Contact Person At Source		Referral Source	*	Address of Source			Telephone Number and E-Mail of Source			
Darlene	Smith	Adult Vocational Services/ American School for the Deaf	N	139 N. Main Street		West Hartford,	CT	06107	860.570.2305	darlene.smith@asd-1817.org
Denise	Crosby-Drummond	African-American Affairs Commission	N	210 Capitol Avenue, Room 509		Hartford,	CT	06106	860.240.8555	denise.drummond@cga.ct.gov
Suzanne	Wall	Albertus Magnus College	N	700 Prospect Street		New Haven,	CT	06511	203.752.3063 or 203.773.8984	swall@albertus.edu
Katie	Kelley	Asnuntuck Community Technical College	N	170 Elm Street		Enfield,	CT	06082	860.253.3019 or 860.253.3059	kkelley@asnuntuck.edu
Linda	Domenitz	Capital Community College	N	Career Development & Placement Center	950 Main Street	Hartford,	CT	06103	860.906.5108	ldomenitz@capitalccc.edu
Helen	Bergin	Capital Workforce	N	3580 Main Street, 1st Floor		Hartford,	CT	06120	860.522.1111	hbergin@capitolworkforce.org
Ken	Poppe	Central Connecticut State University	N	Career Services	1615 Stanley Street	New Britain,	CT	06050	860.832.3200	www.ccsu.edu/career; CACE@ccsu.edu
Aileen	Ortiz	City of Hartford/Procurement Services Unit	N	550 Main Street		Hartford,	CT	06103	860.757.9785	<a href="http://www.hartford.gov.ortia005@hartford.org">www.hartford.gov.ortia005@hartford.org</a>
Clarisa	Cardone	Commission on Latino & Puerto Rican Affairs	N	18-20 Trinity Street		Hartford,	CT	06106	860.240.8330 or 860.240.0315	clarisa.cardone@cga.ct.gov
Program	Coordinator	Connecticut Association of Black Communicators	N	285 Broad Street		Hartford,	CT	06106		
		Connecticut Nonprofit Alliance, Inc.	N	75 Charter Oak Ave		Hartford,	CT	06106	860.525.5080 or 860.525.5088	www.ctnonprofits.org
Michael	Ryan	Connecticut Broadcasters Association	N	90 South Park Street		Glastonbury,	CT	06226	860.633.5031	www.ctba.org; ctba0009/mem88web
Andrew	Hoops	Connecticut School of Broadcasting	N	130 Birdseye Road		Farmington,	CT	06032	860.677.7577 or 203.378.5155	<a href="mailto:agrey@gocsb.com">agrey@gocsb.com</a>
Marcia	Winn	Connecticut State University System	N	61 Woodland Street		Hartford,	CT	06105	860.244.7629	mwinn@commnet.edu
		Corporation for Public Broadcasting	N	401 Ninth Street, NW		Washington	DC	20004	202.879.9600	
Kathleen	Unwin	Current	N	6930 Carroll Avenue, Suite 350		Tacoma Park	MD	20912	877.745.8776, ext. 1 or 301.270.7241 860.728.1061, ext. 210 or	www.current.org/jobs; unwin@current.org
Rosalind	Schuster, M.S.	Easter Seals - Capital Region & Eastern Connecticut	N	22 Prestige Park Circle		East Hartford	CT	06108	860.728.1065	rschuster@escrec.org
Cliff	Marrett	Eastern Connecticut State University	N	Center for Internships and Career Development	83 Windham Street	Willimantic,	CT	06226	860.465.4559	marrettc@easternct.edu
Michael	Buccilli	Gateway Community College	N	Counseling and Student Services	20 Church Street	New Haven,	CT	06510	203.285.2192 or 203.285.2211	mbuccilli@gwcc.commnet.edu
Leslie	Auer-Anderson	Greater Hartford Arts Council	N	P.O. Box 231436		Hartford,	CT	06123	860.525.8629 or 860.278.5461	info@letsgoarts.org
		Hart Job Center	N	385 Washington Street		Hartford,	CT	06106	860.525.3449 or 860.520.7759	info@hartofhartford.org
Cora	Mercer	Hartford Neighborhood Centers	N	38 Lawrence Street		Hartford,	CT	06106	860.251.6517 or 860.251.6520	cora_mercer@hnc.org
Sylviana	Lopez	Hispanic Health Council	N	175 Main Street		Hartford,	CT	06106	860.527.0856	sylvianal@hispanichealth.com
Kimberly	Wood	Housatonic Community College	N	900 Lafayette Blvd., Office LH-A108j		Bridgeport,	CT	06604	203.332.5098	kwood@hcc.commnet.edu
Ellen	Cartledge	Jewish Family Service	N	333 Bloomfield Avenue	Suite A	West Hartford,	CT	06117	860.236.1927	<a href="mailto:ecartledge@jfs Hartford.org">ecartledge@jfs Hartford.org</a>
Carolyn	Brooks-Burton	Lift Every Voice & Sing Gospel Festival	N	289 Granby Street		Hartford,	CT	06112	860.243.8734 or 860.243.8643 860-628-4751. ext. 40966 or 860.628.6444	info@levasgospel.org cfryer@lincolncollegene.edu; lincolncollegene.edu
Chris	Fryer	Lincoln College of New England	N	Career Services	2279 Mount Vernon	Southington	CT	06489		
Carl	Ochnio, Director	Manchester Community College	N	Great Path MS #8	P.O. Box 1046	Manchester,	CT	06045	860.512.3372 or 860.512.3371	cochnio@mcc.commnet.edu
Executive	Director	Media Communications Association	N	P.O. Box 5135		Madison,	WI	53705		https://www.mca-i.org rlenoce@mxcc.edu; collegecentral.com/middlesexcc
Rich	Lenoce	Middlesex Community College	N	100 Training Hill Road		Middletown,	CT	06457	860.343.5796 or 860.343.6735	
Allison	Terry	Naugatuck Valley Community College	N	750 Chase Parkway		Waterbury,	CT	06708	203.575.8223 or 203.575.8003	aterry@nvcc.commnet.edu; pboland@ncc.commnet.edu; www.collegecentral.com/ncc
Patrick	Boland	Norwalk Community College	N	188 Richard Avenue		Norwalk,	CT	06854	203.857.7032 or 203.857.7069	

**Recruiting Sources Used  
(for all Full-Time Job Openings)**

Contact Person At Source		Referral Source	*	Address of Source				Telephone Number and E-Mail of Source		
Jill	Jones	NTA Boston/New England	N	Emmy Online Job Bank	P.O. Box 1332	Newport,	RI	02840	617.787.6576 or 401.848.9278	www.emmyonline.org; newenglandemmy@gmail.com
Teresa	Younger	Permanent Commission on the Status of Women	N	18-20 Trinity Street		Hartford,	CT	06106	860.240.8300 or 860.240.8314	pcsw@cga.ct.gov; teresa.younger@cga.ct.gov
Christina	Billings	Post University	N	800 Country Club Road		Waterbury,	CT	06723	203.591.7467 or 203.596.4618	cbillings@post.edu
Caitlin	Green	Public Broadcasting Service	N	2100 Crystal Drive		Arlington,	VA	22202	703.739.5088 or 703.739.8689	cmgreen@pbs.org; connect@pbs.org
Joseph	Catrino	Quinnipiac University	N	Career Services Office	275 Mt. Carmel Avenue	Hamden,	CT	06518	203.582.8725 or 203.582.8796	hire@quinnipiac.edu; joseph.catrino@quinnipiac.edu
Natalie	Sutera	Rensselaer Polytechnic Institute	N	Career Services	275 Windsor Street	Hartford,	CT	06120	860.548.2412	suteran@rpi.edu; www.rpi.edu/dept/hr
		Southern Connecticut State University	N	501 Crescent Street, MO 202		New Haven,	CT	06515	203.392.6536	<a href="mailto:mazzad3@southernct.edu">mazzad3@southernct.edu</a>
Pamela	White	Springfield Technical Community College	N	One Armory Square, Suite 1	P.O. Box 9000	Springfield,	MA	01102	413.755.4464	careerservices@stcc.edu;
		State of Connecticut/CTHires	N						860.263.6000	stcc.edu/coop/careernet.asp
Linda	Roy	Trinity College	N	300 Summit Street		Hartford,	CT	06106	860.297.2082 or 860.297.5378	do1.ctjobs@ct.gov; connecticut.us.jobs
Kimberly	James	Tunxis Community College	N	271 Scott Swamp Road		Farmington,	CT	06032	860.255.3500	linda.roy@trincoll.edu; career- services@trincoll.edu
Kiran	Somaya	University of Bridgeport	N	Career Services Center	'126 Park Avenue, 6th Floor	Bridgeport,	CT	06604	203.576.4466 or 203.576.4381	kjames@txcc.comnet.edu
Darlene	Reynolds	University of Connecticut	N	181 Auditorium Road		Storrs,	CT	06269-3051	860.486.3013 or 860.486.5287	kdomsys@bridgeport.edu; careercenter@bridgeport.edu
Sue	Landolina	University of Hartford	N	Career Services	200 Bloomfield Avenue	West Hartford,	CT	06117	860.768.4287 or 860.768.5141	darlene.reynolds@uconn.edu
Valerie	Wilson	University of Saint Joseph	N	1678 Asylum Avenue		West Hartford,	CT	06117	860.231.5551 or 860.231.6722	landolina@hartford.edu;
Yvonne	Matthews	Urban League of Greater Hartford	N	140 Woodland Street		Hartford,	CT	06105	860.527.0147, ext. 153 or	www.hartford.edu/career
Mark	Gifford	Urban League of Southwestern Connecticut	N	46 Atlantic Street		Stamford,	CT	06901	860.293.2621	www.careercenter@usj.edu;
Henry	Thomas	Urban League of Springfield	N	765 State Street		Springfield,	MA	01109	203.327.5810	vwilson@usj.edu
Lisa	Carrozza	Western Connecticut State University	N	Career Development Center	181 White Street	Danbury,	CT	06810	413.739.7211 or 413.732.9364	ymatthews@ulgh.org
Brenda	Oquenodo	YWCA Operations	N	Human Resources Office	135 Broad Street	Hartford,	CT	06105	203.837.8264 or 203.837.8540	mgifford@ulswc.org
									860.525.1163, ext. 217	hmthomas@ulspringfield.org;
										temkinl@wcsu.edu
										www.ywcahartford.org;
										brendao@ywcahartford.org

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.