### Connecticut Public Broadcasting, Inc. (CPBI)
#### EEO Report File
#### December 1, 2014 - November 30, 2015

The report below represents all recruitment activities for vacancies filled during the period of December 1, 2014 through November 30, 2015 for all stations. All stations represented are: WEDH, WEDW, WEDN, WEDY (all television) and WPKT, WNPR, WEDW, and WRLI (all radio). All open full-time positions are listed on the CPBI Web site, are posted on bulletin boards internally, and are e-mailed to all CPBI employees upon posting. In addition, notices of all full-time job openings are sent to the local community organizations and agencies listed in Attachment A.

<table>
<thead>
<tr>
<th>Date Hired</th>
<th>Job Title</th>
<th>Total Interviewed</th>
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<th>Recruitment Source / Hired Employee (Attachment A)</th>
<th>Other Notes / Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/12/15</td>
<td>Education Reporter, WNPR</td>
<td>5</td>
<td>4/Referral 1/Unknown Source</td>
<td>Referral</td>
<td></td>
</tr>
<tr>
<td>3/9/15</td>
<td>Multimedia Content Coordinator</td>
<td>4</td>
<td>1/Indeed.com 1/Unknown Source 2/Referral</td>
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<tr>
<td>4/6/15</td>
<td>Receptionist/Office Assistant (Part-time)</td>
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<td>Urban League</td>
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<tr>
<td>5/4/15</td>
<td>SVP of Branding</td>
<td>7</td>
<td>2/Referrals 5/Executive Search</td>
<td>Referral</td>
<td></td>
</tr>
<tr>
<td>5/4/15</td>
<td>VP/Executive Director, TV Programming and Acquisitions</td>
<td>3</td>
<td>1/Employee Applicant 1/Referral 1/Unknown Source</td>
<td>Employee Applicant</td>
<td></td>
</tr>
<tr>
<td>5/18/15</td>
<td>Multimedia Content Coordinator</td>
<td>6</td>
<td>1/CPBN.org 3/Unknown Source 1/Mandy.com 1/MediaBistro</td>
<td>CPBN.org</td>
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<tr>
<td>5/18/15</td>
<td>SVP of Engagement</td>
<td>7</td>
<td>2/Referrals 5/Executive Search</td>
<td>Executive Search</td>
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<tr>
<td>7/13/15</td>
<td>Billing and Receivables Coordinator (Part-time)</td>
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<td>Employee Applicant</td>
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<tr>
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<td>Education Specialist, Outreach</td>
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<td>2/Employee Applicants 3/Indeed.com 1/CPB Jobline</td>
<td>Employee Applicant</td>
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<tr>
<td>7/13/15</td>
<td>Education Partnership Program Manager</td>
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<td>CPBN.org</td>
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<tr>
<td>7/13/15</td>
<td>Marketing and Public Relations Director</td>
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<td>Indeed.com</td>
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<tr>
<td>7/13/15</td>
<td>Sports Producer, CPTV Sports</td>
<td>7</td>
<td>5/CPBN.org 1/Employee Applicant 1/Referral</td>
<td>Employee Applicant</td>
<td></td>
</tr>
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<tr>
<td>7/13/15</td>
<td>Fellow/Education Programs Specialist - Web/Interactive Department</td>
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<td>4/Referrals</td>
<td>Referral</td>
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<tr>
<td>7/13/15</td>
<td>Education Specialist, Instructor/Producer</td>
<td>5</td>
<td>3 Employee Applicants 1/Referral 1/Indeed.com</td>
<td>Employee Applicant</td>
<td></td>
</tr>
<tr>
<td>7/13/15</td>
<td>Education Specialist, Instructor/Producer</td>
<td>5</td>
<td>3 Employee Applicants 1/Referral 1/Indeed.com</td>
<td>Employee Applicant</td>
<td></td>
</tr>
<tr>
<td>7/13/15</td>
<td>Senior Sales Director/Account Manager</td>
<td>3</td>
<td>1 Employee Applicant 1/Referral 1/Indeed.com</td>
<td>Employee Applicant</td>
<td></td>
</tr>
<tr>
<td>7/27/15</td>
<td>Workforce Development Specialist, Institute For Advanced Media</td>
<td>4</td>
<td>2/Indeed.com 1/Employee Applicant 1/CPBN.org</td>
<td>Employee Applicant</td>
<td></td>
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<tr>
<td>7/27/15</td>
<td>Digital Reporter</td>
<td>4</td>
<td>3/Indeed.com 1/Referral</td>
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<tr>
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<td>SVP, Content</td>
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<td>5/Executive Search</td>
<td>Executive Search</td>
<td></td>
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<tr>
<td>8/10/15</td>
<td>Education Specialist, Instructor/Producer</td>
<td>5</td>
<td>3 Employee Applicants 1/Referral 1/Indeed.com</td>
<td>Employee Applicant</td>
<td></td>
</tr>
<tr>
<td>8/10/15</td>
<td>Marketing Coordinator</td>
<td>12</td>
<td>4 CPBN.org/3 Indeed.com/2 Employee Applicant/2 Referrals/1 Glassdoor</td>
<td>CPBN.org</td>
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<tr>
<td>9/7/15</td>
<td>Director of Research and Development</td>
<td>4</td>
<td>1 Employee Applicant 1 Referral 1/Indeed.com 1 CPBN.org</td>
<td>Referral</td>
<td></td>
</tr>
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<tr>
<td>9/7/15</td>
<td>Education Specialist, Instructor/Producer</td>
<td>2</td>
<td>1 CPBN.org</td>
<td>CPBN.org</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1 CT Nonprofits</td>
<td></td>
<td></td>
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<tr>
<td>9/8/15</td>
<td>WNPR Producer (Part-time)</td>
<td>6</td>
<td>1 Employee Applicant</td>
<td>Employee Applicant</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>5 CPBN.org</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9/21/15</td>
<td>Junior Systems Administrator</td>
<td>3</td>
<td>2 Indeed.com</td>
<td>Referral</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1 Referral</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11/2/15</td>
<td>Multimedia Digital Content Producer, Sports Specialist</td>
<td>7</td>
<td>1 Referrals/1/Indeed.com/5 CPBN.org</td>
<td>Referral</td>
<td></td>
</tr>
<tr>
<td>11/16/15</td>
<td>Senior Producer, WNPR</td>
<td>3</td>
<td>3 Referrals</td>
<td>Referral</td>
<td></td>
</tr>
<tr>
<td>11/16/15</td>
<td>Director of Human Resources</td>
<td>17</td>
<td>4/Careerbuilder.com/1 Referral/9 Indeed.com/3 External Search</td>
<td>External Search</td>
<td></td>
</tr>
<tr>
<td>11/30/15</td>
<td>Event Manager</td>
<td>4</td>
<td>3 Indeed.com/1 CPBN.org</td>
<td>Indeed.com</td>
<td></td>
</tr>
</tbody>
</table>
Connecticut Public Broadcasting, Inc. (CPBI) uses a number of methods to recruit widely in the station’s community, and to enhance and continually improve outreach. In addition, the company provides meaningful opportunities for its workforce to achieve professional advancement. Most of the following steps have been implemented by CPBI since March 10, 2004, with several initiatives utilized, as noted below.

1) CPBI Recruitment
CPBI provides broad outreach regarding job vacancies at the station. We seek the help of local community organizations in referring qualified job candidates to the station and distributing information about job vacancies.

Starting in November 2004, CPBI posted a form on its Web site inviting community groups, organizations and universities to receive notification by mail, fax and/or e-mail of open positions at CPBI. Interested community organizations that wish to receive job vacancy information are instructed to print out the attached “Community Organizations Notification Request Form” and fax the completed form to (860) 275-7450, or mail the completed form to Human Resources at CPBI. Once CPBI is notified of the entity’s interest, CPBI will send mailings and/or e-mail notifications to the organization alerting it to any new and open position(s). In addition, CPBI provides job vacancy information to the following organizations:

* Adult Vocational Services/American School for the Deaf
* African-American Affairs Commission
* Albertus Magnus College
* Asnuntuck Community College
* Capital Community College
* Capital Workforce
* City of Hartford
* Central Connecticut State University
* Commission on Latino & Puerto Rican Affairs
* Connecticut Association of Black Communicators
* Connecticut Association of Nonprofits
* Connecticut Broadcasters Association
* Connecticut Community Colleges
* Connecticut School of Broadcasting
* Connecticut State University System
* Corporation for Public Broadcasting
* Current
* Easter Seals Capital Region & Eastern Connecticut
* Eastern Connecticut State University
* Gateway Community College
* Greater Hartford Arts Council
* Hart Job Center
* Hartford Neighborhood Centers
* Hispanic Health Council
* Housatonic Community College
* Jewish Family Service
* Lift Every Voice & Sing Gospel Festival
* Lincoln College of New England
* Manchester Community College
* Media Communications Association
* Melvin Flynn Productions
* Middlesex Community College
* Naugatuck Valley Community College
* Norwalk Community College
* NTA Boston/New England - Emmy Online Job Bank
**Longer-Term Recruitment Initiatives**

- Permanent Commission on the Status of Women
- Porter & Chester Institute
- Post University
- Public Broadcasting Service
- Quinnipiac University
- Rensselaer Polytechnic Institute
- Southern Connecticut State University
- Springfield Technical Community College
- State of Connecticut Job Bank/CT Department of Labor
- Trinity College
- Tunxis Community College
- University of Bridgeport
- University of Connecticut
- University of Hartford
- University of Saint Joseph
- Urban League of Greater Hartford
- Urban League of Southwestern Connecticut
- Urban League of Springfield
- Western Connecticut State University
- YWCA Operations

2) **Participation in Job Banks**

   Connecticut Public Broadcasting, Inc. advertises job openings in the State of Connecticut Job Bank/ CT Department of Labor; the Connecticut Association of Nonprofits Job Bank, the Connecticut Broadcasters Association; the Corporation for Public Broadcasting; and PBS Intranet.

3) **Scholarships**

   In 2006, CPBI created a scholarship program for college students. The first scholarship was awarded in June 2007 to commemorate WNPR radio personality Faith Middleton’s 25th anniversary hosting “The Faith Middleton Show.” In 2008, the WNPR/Connecticut Public Radio 30th Anniversary Scholarship was awarded, honoring the station’s milestone. And in 2010 and 2011, the CPBN Scholarship was awarded. In 2012, the CPTV 50th Anniversary Scholarship was offered. Eligible candidates included Connecticut residents who are studying broadcasting – or plan to study broadcasting – at a university, college, community college, or technical school. The scholarship program will continue to provide a deserving student with scholarship assistance to encourage the pursuit of a career in broadcasting. In 2015, we awarded one scholarship to a college student in pursuit of a career in television production.

4) **Employment Advertising**

   CPBI often advertises available positions in at least one of the following media sources: the CPBI website, the Careerbuilder.com website, The Hartford Courant and the Current newspaper. Occasionally, certain high-level fundraising positions also are recruited through the Association of Fundraising Professionals and the Chronicle of Philanthropy.

5) **Equal Opportunity Employment**

   All CPBI job advertisements specify that Connecticut Public Broadcasting, Inc. is an equal opportunity employer.

6) **Internships, Work/Study and Volunteer Recruitment**

   Connecticut Public Broadcasting, Inc. has an active program to recruit interns, work/study students and student volunteers to introduce students to the broadcasting work environment. Students can obtain exposure to public broadcasting, including producing, engineering and technical work, as well as ancillary functions such as corporate communications. Interns generally work for CPBI for a summer or a semester, with CPBI working with the student and his/her university in defining internship components that may qualify for college credit. In addition, CPBI occasionally recruits from a variety of sources including www.volunteermatch.org and www.internships.com. Also, CPBI often provides tours of its radio and television production facilities to the public and organizations in the area. In addition, in 2010 CPBI established a Future Producers Academy; 18 elementary school students participated in TV production workshops for five weeks, culminating in two newscasts created by the student producers. In 2010, 2011, 2012, and 2013 CPBN partnered with Sand Elementary School in Hartford to create Media Is Magic, a SAND Media Enrichment program, where seventh grade students were taught technical media skills. In 2014 and 2015, a media project was conducted with West Middle School in Hartford, students from the Journalism and Media Academy of the Hartford Public Schools participated in Blue Mic radio, multi-media reporting, the Film Institute and the Gaming Institute (after-school internship programs at CPBI), and CPBI hosted a “Journalist Boot Camp for adults.”
Longer-Term Recruitment Initiatives

The following educational institutions participate in Connecticut Public Broadcasting, Inc.'s program:
* American International College
* Albertus Magnus College
* Binghamton University
* Bowdoin College
* Central Connecticut State University
* Clark University
* Colby College
* Eastern Connecticut State University
* Elon University
* Fairfield University
* Hampshire College
* Institute for Advanced Media
* Manchester Community College
* Marist College
* Massachusetts College of Liberal Arts
* Morgan State University
* Moore College of Art and Design
* Muhlenberg College
* Pace University
* Providence College
* Sacred Heart University
* Smith College
* Southern Connecticut State University
* SUNY Cortland
* Trinity College
* Tunxis Community College
* University of Connecticut
* University of Hartford
* University of New Haven
* Wesleyan University

From December 1, 2014 through November 30, 2015 a total of approximately 30 students participated in internships, work/study and volunteer programs at Connecticut Public Broadcasting, Inc. In addition, 50 individuals volunteered their services during the year.

7) Speaking Engagements
Connecticut Public Broadcasting, Inc. is often asked to speak to school groups and other groups about public broadcasting and careers in broadcasting. John Dankosky, WNPR News Director; Faith Middleton, WNPR Host; Donna Sodipo, Vice President of Education, and Jerry Franklin, President & CEO, acted as moderators and participated in speaking engagements at area schools as well as organizations during the reporting period.

8) Employee Tuition Reimbursement and Training Programs

Tuition Reimbursement - CPBI offers regular full-time employees the opportunity to take one tuition-free class per semester at accredited institutions within the Hartford Consortium for Higher Education (Capital Community College, Central Connecticut State University, Charter Oak State College, Goodwin College, Hartford Seminary, Rensselaer at Hartford, St. Thomas Seminary, Trinity College, University of Connecticut/Hartford, University of Hartford and University of Saint Joseph). Since December 2014, three employees participated in the tuition reimbursement benefit program under the Hartford Consortium for Higher Education program.

Training - CPBI sponsors training programs for its employees on a variety of workplace issues, including sexual harassment prevention training and stress and wellness management. In addition, during the past year, employees have had the opportunity to take part in training programs in the areas of computer software, graphic design, human resource management, media management, new media, TV and radio production, engineering, on-line applications, payroll and not-for-profit accounting.

9) Participation in Career/Job Fairs
In 2015, CPBI participated in Career/Job Fairs at the University of Connecticut, Quinnipiac University, University of New Haven, Central Connecticut College and Eastern Connecticut University. During the Career Fairs, participants were able to submit resumes and learn more about CPBI's initiatives and programs. Several representatives from CPBI met with students and attendees and collected resumes from interested candidates for upcoming internship and job opportunities.