

## 2025-26 ANNUAL EEO PUBLIC FILE REPORT

### Maryland Public Broadcasting Commission d/b/a Maryland Public Television

Stations: WMPB, Baltimore, MD  
WMPT, Annapolis, MD  
WFPT, Frederick, MD  
WWPB, Hagerstown, MD  
WGPT, Oakland, MD  
WCPB, Salisbury, MD

Reporting Period: 6/01/25-5/31/26

No. of Full-time Employees: More than 10  
Small Market Exemption: No

During the Reporting Period, a total of **5** full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

#### **September 17, 2025**

University of Maryland, Baltimore County;  
UMBC Career Fair  
Recruitment Manager

#### **October 23, 2025**

America Works  
Howard County Job Fair  
9780 Patuxent Pkwy  
Recruitment Manager

#### **January 16, 2026**

New Antioch Baptist Church;  
Community Career Fair  
Recruitment Manager

#### **April 9, 2026**

Morgan State University,  
Morgan State University Career Fair  
Recruitment Manager

**April 15, 2026**

Stevenson University  
Spring Career Day Fair  
Recruitment Manager

*Participated in at least 4 events sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

**September 25, 2025**

College of Business & Economics  
Employer Partner Session  
Towson University  
Recruitment Manager

**November 18, 2025**

Success Academy Workshop  
Polytechnical Institute  
Recruitment Manager

**March 6, 2026**

Forward Women's Leadership Conference  
Career Success Discussion Panel  
Recruitment Manager, Director of Benefits & ELC

**April 15, 2026**

Towson University  
Towson University Speaker Committee  
Recruitment Manager

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

Maryland Public Television (MPT) maintains an active internship program, promoting opportunities across regional university and college job boards.

Between June 2025 and May 2026, MPT hosted 42 interns over three semesters through the Partnership for Public Service, University of Baltimore's NextGen Leaders for Public Service, Maryland Corps Service Year Option, MPT Student Fellow program, and standard MPT Internships.

<sup>1</sup>The opportunities were distributed evenly across the year: Summer 2025 (14), Fall 2025 (14) and Spring 2026 (14).

The programs allow students to work closely with several MPT departments while receiving class credits, and gaining experience. The MPT Internship program (unpaid) is open to high school students, college students and recent graduates. While the MPT Student Fellow program (paid) is limited to college students and recent graduates. The MPT Student Fellow program spans up to a 9-month duration and provides exposure to all areas of Content, Production, Finance & Accounting, Major & Planned Giving and Maryland State Ad Agency. The Maryland Corps Service Year Option program is a partnership offering full-time apprenticeships and critical job skills to residents over the age of 18. University of Baltimore's NextGen Leaders for Public Service places undergraduate and graduate students in paid internships with state, local, or municipal government agencies or nonprofits in Maryland. The Partnership for Public Service provides undergraduate, graduate and professional students from across disciplines with valuable work experience, an expanded professional network, and a better understanding of the importance and impact of public service.

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<sup>1</sup> Note: Our standard internship model had a few exceptions, which included six returning interns and two students participating in job shadowing.

### Participating Institutions by Term

Summer 2025 schools included George Mason University, University of Miami, St. Bonaventure University, Ithaca College, University of North Carolina Wilmington, University of Maryland, Baltimore County (4), University of Maryland, College Park, Towson University, Morgan State University, Howard University, and Hereford High School.

Fall 2025 schools included Seton Hall University, Kenyon College, Stevenson University, University of Maryland, Baltimore County, University of Baltimore, Morgan State University (4), Towson University (3), Maryland Institute College of Art, and Hereford High School.

Spring 2026 schools included Towson University (3), Morgan State University (2), Stevenson University (2), McDaniel College, Community College of Baltimore County, and Hereford High School. Included are also two Apprentices who attended Washington College and Community College of Baltimore County.

Complete guidelines and applications are available at MPT television station as well as on our website at

[www.mpt.org/about/careers/internships](http://www.mpt.org/about/careers/internships)

MPT continues to interview and select students for spring, summer and fall internships.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

MPT Engineers, Facilities, and Production Services' employees complete training and certification programs throughout the year. Examples of these are programs through the Chesapeake Region Safety Counsel, Advanced Radio Frequency Seminars for the Engineering team, SMPTE Bits by the Bay conference (May 20 – 21, 2026), etc.

MPT has an informal training program in place that allows employees hired at the Assistant Producer level to continue to advance to Associate Producer, Producer and Executive Producer level positions.

MPT HR staff attended the Spring (April 22, 2026) and Fall (November 4, 2025) conferences of the Greater Baltimore SHRM allowing them to learn about changing workplace policies and earn credit toward their SHRM/HRCI designations. They also attend several webinars and online training throughout the year and are encouraged to either obtain and/or maintain SHRM/HRCI designations allowing for significant career growth at the station.

All Staff has been offered and attended genAI training hosted by DoIT AI team and a variety of technical skill based training through an online training platform that can allow for career growth in many areas.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

**November 18, 2025**

Success Academy Workshop  
Polytechnical Institute  
Recruitment Manager

**March 21, 2026**

Central Intercollegiate Athletic Association  
Welcome Reception  
Baltimore Convention Center  
Recruitment Manager and MPT Executives

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and preventing discrimination.*

MPT provided the following training to staff and management:

In addition to past formal training, managers are required to attend training on a regular basis during senior management meetings. When a recruitment is taking place, each manager is given individual training and guidance on equal opportunity policies. Each job is discussed thoroughly and a plan for recruitment is devised. The State of Maryland utilizes a training portal for use of employees entitled Workday Learning. Within the portal, all employees including upper-level management have access to trainings such as Preventing Sexual Harassment, Bullying in the Workplace and providing Equal Opportunity Employment training. On an ongoing basis, employees attend sessions to learn how to access the Workday Learning and they are encouraged to utilize it for training purposes.

In addition, staff have attended the following trainings:

NETA's Public Media 101 online training and several other trainings through their online platform touching on themes that encourage equal employment opportunities.

*Participated in **other** activities designed by the station to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

**October 29, 2025**

Power of Age Expo  
Timonium Fair Grounds  
Sr. Managing Director , Audience Engagement

**December 18, 2025**

Anne Arundel High School  
Station Tour  
Recruitment Manager

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LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Referral Source
06/25/2025	MPT Videographer	State Employee
06/25/2025	Fiscal Accounts Specialist/Accounts Payable Clerk	LinkedIn
08/06/2025	Executive Vice President & Chief Operating Officer	Current
12/01/2025	MPT Membership Manager	State of Maryland Website
01/21/2026	Marketing Services Manager	Friend

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed for Respective Recruitments for the Reporting Period: 28

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
LinkedIn	8
Indeed.com	1
MPT Employee	1
MPT Career Site	1
State Employee	1
Friend	4
Maryland Workforce Exchange (MWE) Jobs	3
State of Maryland Job site/OEC (www.jobapscloudcom/MD/*	7
Industry Event	
MD. Job Network	
Career Builder	
Other Agency Website	
DLLR Job Service Office	
College or Univ Rec	
PBS Career site	
Email/Listserv	1
Professional Organization	
Current/Public Media Jobs	1
Job Fair	

\*These notices were a result from posting with the Department of Budget and Management.

RECRUITMENT SOURCES USED

**MPT Videographer**

Referral Source	*	Address of Source	Contact Person at Source	Website OR E-Mail Address of Source
MD Dept. of Budget and Management (MD Website)	Y	301 W. Preston Street Baltimore, MD 21201	Barbie Middleton	<a href="mailto:Barbie.Middleton@maryland.gov">Barbie.Middleton@maryland.gov</a>
Maryland Department of Labor (DLLR)	N		Mark Pindell	<a href="mailto:mark.pindell@maryland.gov">mark.pindell@maryland.gov</a>
Worksource Montgomery	N	11002 Veirs Mill Rd, #100 Wheaton, Maryland 20902	Camille McKenzie	<a href="mailto:cmckenzie@worksourcemontgomery.com">cmckenzie@worksourcemontgomery.com</a> ; <a href="mailto:eastcounty@worksourcemontgomery.com">eastcounty@worksourcemontgomery.com</a> ; <a href="mailto:wheaton@worksourcemontgomery.com">wheaton@worksourcemontgomery.com</a> ; <a href="mailto:germantown@worksourcemontgomery.com">germantown@worksourcemontgomery.com</a>
Greater Baltimore Urban League	N	512 Orchard Street Baltimore, MD 21201	Miranda Braxton	<a href="mailto:jobs@gbul.org">jobs@gbul.org</a>
Maryland Department of Labor (DLLR)	N	11002 Viers Mill RD 1st floor Wheaton, MD 20902	Jacqueline Acevedo	<a href="mailto:jacqueline.acevedo@maryland.gov">jacqueline.acevedo@maryland.gov</a> ;
George Washington University	N	805 21st St NW Washington, District of Columbia 20052	Sarah Crisci	<a href="mailto:smpacomm@gwu.edu">smpacomm@gwu.edu</a>
Baltimore County Department of Economic and Workforce Development	N	11101 McCormick Road Hunt Valley, MD 21031	Lauren Coleman	<a href="mailto:lcoleman@baltimorecountymd.gov">lcoleman@baltimorecountymd.gov</a>
Baltimore County Department of Economic and Workforce Development	N	400 Washington Ave Towson, MD 21204	Leighton McPhaull	<a href="mailto:lmcpfaull@baltimorecountymd.gov">lmcpfaull@baltimorecountymd.gov</a> ;
SAG-AFTRA	N	7735 Old Georgetown Road Bethesda, MD 20814	Pat O'Donnell	<a href="mailto:Pat.ODonnell@sagaftra.org">Pat.ODonnell@sagaftra.org</a>
National Association Black Journalist	N		Bent J. Wilson	<a href="mailto:benet4nabj@aviationqueen.com">benet4nabj@aviationqueen.com</a>

Baltimore Association of Black Journalist (MD)	N			<a href="mailto:babjmd@gmail.com">babjmd@gmail.com</a>
Frostburg State University	N	101 Braddock Road Frostburg, MD 21532	Connie Capacchione	<a href="mailto:comm@frsotburg.edu">comm@frsotburg.edu</a>
Indeed	N			
LinkedIn	N			
MPT Website	N			

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

### **MPT Fiscal Accounts Specialist**

Referral Source	*	Address of Source	Contact Person at Source	Website OR E-Mail Address of Source
MD Dept. of Budget and Management (MD Website)	Y	301 W. Preston Street Baltimore, MD 21201	Barbie Middleton	<a href="mailto:Barbie.Middleton@maryland.gov">Barbie.Middleton@maryland.gov</a>
Maryland Department of Labor (DLLR)	N		Mark Pindell	<a href="mailto:mark.pindell@maryland.gov">mark.pindell@maryland.gov</a>
Worksource Montgomery	N	11002 Veirs Mill Rd, #100 Wheaton, Maryland 20902	Camille McKenzie	<a href="mailto:cmckenzie@worksourcemonterymery.com">cmckenzie@worksourcemonterymery.com</a> ; <a href="mailto:eastcounty@worksourcemonterymery.com">eastcounty@worksourcemonterymery.com</a> ; <a href="mailto:wheaton@worksourcemonterymery.com">wheaton@worksourcemonterymery.com</a> ; <a href="mailto:germantown@worksourcemonterymery.com">germantown@worksourcemonterymery.com</a>
Greater Baltimore Urban League	N	512 Orchard Street Baltimore, MD 21201	Miranda Braxton	<a href="mailto:jobs@gbul.org">jobs@gbul.org</a>
Maryland Department of Labor (DLLR)	N	11002 Viers Mill RD 1st floor Wheaton, MD 20902	Jacqueline Acevedo	<a href="mailto:jacqueline.acevedo@maryland.gov">jacqueline.acevedo@maryland.gov</a> ;
George Washington University	N	805 21st St NW Washington, District of Columbia 20052	Sarah Crisci	<a href="mailto:smpacomm@gwu.edu">smpacomm@gwu.edu</a>
Baltimore County Department of Economic and Workforce Development	N	11101 McCormick Road Hunt Valley, MD 21031	Lauren Coleman	<a href="mailto:lcoleman@baltimorecountymd.gov">lcoleman@baltimorecountymd.gov</a>

Baltimore County Department of Economic and Workforce Development	N	400 Washington Ave Towson, MD 21204	Leighton McPhaull	<a href="mailto:lmcpfaull@baltimorecountymd.gov">lmcpfaull@baltimorecountymd.gov</a> ;
SAG-AFTRA	N	7735 Old Georgetown Road Bethesda, MD 20814	Pat O'Donnell	<a href="mailto:Pat.O'Donnell@sagaftra.org">Pat.O'Donnell@sagaftra.org</a>
National Association Black Journalist	N		Bent J. Wilson	<a href="mailto:benet4nabj@aviationqueen.com">benet4nabj@aviationqueen.com</a>
Baltimore Association of Black Journalist (MD)	N			<a href="mailto:babjmd@gmail.com">babjmd@gmail.com</a>
Frostburg State University	N	101 Braddock Road Frostburg, MD 21532	Connie Capacchione	<a href="mailto:comm@frsotburg.edu">comm@frsotburg.edu</a>
Indeed	N			
LinkedIn	N			
MPT Website	N			

**MPT Executive Vice President & Chief Operating Officer**

Referral Source	*	Address of Source	Contact Person at Source	Website OR E-Mail Address of Source
MD Dept. of Budget and Management (MD Website)	Y	301 W. Preston Street Baltimore, MD 21201	Barbie Middleton	<a href="mailto:Barbie.Middleton@maryland.gov">Barbie.Middleton@maryland.gov</a>
Maryland Department of Labor (DLLR)	N		Mark Pindell	<a href="mailto:mark.pindell@maryland.gov">mark.pindell@maryland.gov</a>
Worksource Montgomery	N	11002 Veirs Mill Rd, #100 Wheaton, Maryland 20902	Camille McKenzie	<a href="mailto:cmckenzie@worksourcemonterymontgomery.com">cmckenzie@worksourcemonterymontgomery.com</a> ; <a href="mailto:eastcounty@worksourcemonterymontgomery.com">eastcounty@worksourcemonterymontgomery.com</a> ; <a href="mailto:wheaton@worksourcemonterymontgomery.com">wheaton@worksourcemonterymontgomery.com</a> ; <a href="mailto:germantown@worksourcemonterymontgomery.com">germantown@worksourcemonterymontgomery.com</a>
Greater Baltimore Urban League	N	512 Orchard Street Baltimore, MD 21201	Miranda Braxton	<a href="mailto:jobs@gbul.org">jobs@gbul.org</a>
Maryland Department of Labor (DLLR)	N	11002 Viers Mill RD 1st floor	Jacqueline Acevedo	<a href="mailto:jacqueline.acevedo@maryland.gov">jacqueline.acevedo@maryland.gov</a> ;

		Wheaton, MD 20902		
George Washington University	N	805 21st St NW Washington, District of Columbia 20052	Sarah Crisci	smpacomm@gwu.edu
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Frostburg State University	N	101 Braddock Road Frostburg, MD 21532	Connie Capacchione	<a href="mailto:comm@frsotburg.edu">comm@frsotburg.edu</a>
Indeed	N			
LinkedIn	N			
Current	N			

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

### **MPT Membership Manager**

Referral Source	*	Address of Source	Contact Person at Source	Website OR E-Mail Address of Source
MD Dept. of Budget and Management (MD Website)	Y	301 W. Preston Street Baltimore, MD 21201	Barbie Middleton	<a href="mailto:Barbie.Middleton@maryland.gov">Barbie.Middleton@maryland.gov</a>
Maryland Department of Labor (DLLR)	N		Mark Pindell	<a href="mailto:mark.pindell@maryland.gov">mark.pindell@maryland.gov</a>

Worksource Montgomery	N	11002 Veirs Mill Rd, #100 Wheaton, Maryland 20902	Camille McKenzie	<a href="mailto:cmckenzie@worksourcemontgomery.com">cmckenzie@worksourcemontgomery.com</a> ; <a href="mailto:eastcounty@worksourcemontgomery.com">eastcounty@worksourcemontgomery.com</a> ; <a href="mailto:wheaton@worksourcemontgomery.com">wheaton@worksourcemontgomery.com</a> ; <a href="mailto:germantown@worksourcemontgomery.com">germantown@worksourcemontgomery.com</a>
Greater Baltimore Urban League	N	512 Orchard Street Baltimore, MD 21201	Miranda Braxton	<a href="mailto:jobs@gbul.org">jobs@gbul.org</a>
Maryland Department of Labor (DLLR)	N	11002 Viers Mill RD 1st floor Wheaton, MD 20902	Jacqueline Acevedo	<a href="mailto:jacqueline.acevedo@maryland.gov">jacqueline.acevedo@maryland.gov</a> ;
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Baltimore County Department of Economic and Workforce Development	N	400 Washington Ave Towson, MD 21204	Leighton McPhaull	<a href="mailto:lmcpfaull@baltimorecountymd.gov">lmcpfaull@baltimorecountymd.gov</a> ;
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Frostburg State University	N	101 Braddock Road Frostburg, MD 21532	Connie Capacchione	<a href="mailto:comm@frostburg.edu">comm@frostburg.edu</a>
Indeed	N			
LinkedIn	N			
MPT Website	N			
Greater Public Media	N			
Current	N			

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

**Marketing Services Manager**

Referral Source	*	Address of Source	Contact Person at Source	Website OR E-Mail Address of Source
MD Dept. of Budget and Management (MD Website)	Y	301 W. Preston Street Baltimore, MD 21201	Barbie Middleton	<a href="mailto:Barbie.middleton@maryland.gov">Barbie.middleton@maryland.gov</a>
Maryland Department of Labor (DLLR)	N	7930 Eastern BLVD Baltimore - MD 21224	Angela Harkness Jorge Cruz	<a href="mailto:angela.harkness@maryland.gov">angela.harkness@maryland.gov</a> ; <a href="mailto:jorge.cruz@maryland.gov">jorge.cruz@maryland.gov</a>
Maryland Department of Labor (DLLR)	N		Mark Pindell	<a href="mailto:mark.pindell@maryland.gov">mark.pindell@maryland.gov</a>
Worksource Montgomery	N	11002 Veirs Mill Rd, #100 Wheaton, Maryland 20902	Camille McKenzie	<a href="mailto:cmckenzie@worksourcemontgomery.com">cmckenzie@worksourcemontgomery.com</a> ; <a href="mailto:eastcounty@worksourcemontgomery.com">eastcounty@worksourcemontgomery.com</a> ; <a href="mailto:wheaton@worksourcemontgomery.com">wheaton@worksourcemontgomery.com</a> ; <a href="mailto:germantown@worksourcemontgomery.com">germantown@worksourcemontgomery.com</a>
Frostburg State University	N	101 Braddock Road Frostburg, MD 21532	Connie Capacchione	<a href="mailto:comm@frostburg.edu">comm@frostburg.edu</a>
Greater Baltimore Urban League	N	512 Orchard Street Baltimore, MD 21201	Miranda Braxton	<a href="mailto:jobs@gbul.org">jobs@gbul.org</a>
Maryland Department of Labor (DLLR)	N	11002 Viers Mill RD 1st floor Wheaton, MD 20902	Jacqueline Acevedo Tadesse Tesemma	<a href="mailto:jacqueline.acevedo@maryland.gov">jacqueline.acevedo@maryland.gov</a> ; <a href="mailto:tadesse.tesemma@maryland.gov">tadesse.tesemma@maryland.gov</a>
George Washington University	N	805 21st St NW Washington, District of Columbia 20052	Sarah Crisci	<a href="mailto:criscis@gwu.edu">criscis@gwu.edu</a> or <a href="mailto:smpacomm@gwu.edu">smpacomm@gwu.edu</a>
WIFV	N	4000 Albemarle Street, NW Suite 305 Washington, DC 20016	Melissa Houghton	<a href="mailto:director@wifv.org">director@wifv.org</a>
Baltimore County Department of Economic and Workforce Development	N	11101 McCormick Road Hunt Valley, MD 21031	Lauren Coleman	<a href="mailto:lcoleman@baltimorecountymd.gov">lcoleman@baltimorecountymd.gov</a>

Baltimore County Department of Economic and Workforce Development	N	400 Washington Ave Towson, MD 21204	Leighton McPhaul Sara Trenergy	<a href="mailto:lmcphaul@baltimorecountymd.gov">lmcphaul@baltimorecountymd.gov</a> ; <a href="mailto:strenergy@baltimorecountymd.gov">strenergy@baltimorecountymd.gov</a>
SAG-AFTRA	N	7735 Old Georgetown Road Bethesda, MD 20814	Pat O'Donnell	<a href="mailto:Pat.ODonnell@sagaftra.org">Pat.ODonnell@sagaftra.org</a>
National Association Black Journalist	N		Bent J. Wilson	<a href="mailto:benet4nabj@aviationqueen.com">benet4nabj@aviationqueen.com</a>
Baltimore Association of Black Journalist (MD)	N			<a href="mailto:babjmd@gmail.com">babjmd@gmail.com</a>
NCIA, HJH Vocational Training Center	N	301 S. Central Ave. Baltimore, Maryland 21202	Amy Andraos	<a href="mailto:Amy.andraos@ncianet.org">Amy.andraos@ncianet.org</a>
Handshake- College and University Outreach platform	N			<a href="http://app.joinhandshake.com/">app.joinhandshake.com/</a>
Indeed	N			<a href="http://www.indeed.com">www.indeed.com</a>
Community College of Baltimore	N	10300 Grand Central Ave. Owings Mills, 21117	Kristen Euell	<a href="mailto:Eue718385@ccbcmd.edu">Eue718385@ccbcmd.edu</a>
LinkedIn	N			
MPT Website	N			
Current	N			

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