

2023 ANNUAL EEO PUBLIC FILE REPORT
Rhode Island Public Radio, dba The Public's Radio *

Stations & Communities of License:

- WNPN 89.3FM Newport, RI
- WNPE 102.7FM Narragansett Pier, RI
- WPVD 1290AM Providence, RI
- W275DA 102.9FM Providence, RI (began 09/22/2021)
- WELH 88.1FM Providence, RI (ended 09/30/2021)
- WCVY 91.5FM Coventry, RI (ended 04/15/2021)

Date Range of Annual Report: December 1, 2021 – November 30, 2023

No. of Full-time Employees: 5-10 _____ / **More than 10** **X**

During the Reporting Period, 2 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):
(MUST ENGAGE IN AT LEAST FOUR OF THE FOLLOWING INITIATIVES)

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

1) _____
2) _____
3) _____
4) _____
(Date/Location/Event)

_____ Hosted at least one job fair

1) _____
(Date/Location/Event)

_____ Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities

1) _____
(Date/Location/Event)

_____ Participated in at least 4 events sponsored by

1) _____

organizations representing groups present in community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities

- 2) _____
 - 3) _____
 - 4) _____
- (Date/Location/Event)

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

Describe: TPR has a robust internship program for interns to acquire real-world skills and experience by conducting interviews, writing news scripts, editing audio, and performing broadcast operations. TPR goal is to have 1-2 interns at any one time, usually working 3-6 month terms.

X Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific vacancies)

Describe: Along with its own website and other professional sites, TPR posts employment vacancies in job banks and websites targeted specifically toward professionals of Black, Hispanic, and Asian origin.

_____ Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting

Describe:

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

Describe: All Content personnel are given the opportunity to learn on-line web publishing for our news-focused website, as well as learning broadcast operations and hosting.

X Established a mentoring program for station each new hire.

Describe: The Public's Radio has a stationwide on-boarding program that includes for training and mentoring for each new hire.

_____ Participated in at least 4 events or programs sponsored by education institutions relating to career opportunities in broadcasting

- 1) _____
 - 2) _____
 - 3) _____
 - 4) _____
- (Date/Location/Event)

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

- 1) _____
- 2) _____

X Listed each upper-level category opening in a job bank or newsletter of media trade group whose membership includes substantial participation of women and minorities

_____ Provided assistance to unaffiliated non-profit entities in maintaining websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting Describe:

X Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination Describe: Annual 100% participation in CPB harassment training.

_____ Provided training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions Describe:

_____ Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities Describe:

LIST OF POSITIONS FILLED

List all full-time job vacancies filled by employment unit, identified by job title, and indicate source referring person hired.

<u>DATE OF HIRE</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE REFERRING HIRE</u>
April 1, 2023	Metro Desk Reporter	CPB jobline
October 17, 2023	Morning Producer/Substitute Host	Referral

SUMMARY

Date of Annual Report: November 30, 2023

(enter the anniversary of the date the station must file its renewal application, which is four months prior to expiration of the license)

Total Number of Persons Interviewed in Preceding Year: **8**

List total number of interviewees generated by each recruitment source in the preceding year (use as many pages as necessary).

Recruitment Sources Used in Preceding Year (BOLDFACE)	# of Persons Interviewed that the Source Referred
American Women in Radio & Television	0
Asian-American Journalists Association	1
Association of Fundraising Professionals	0
Idealist.org	0
RTDNA.org	0
JournalismJobs.org	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	0
PRADO – Public Radio Assoc. of Development Officers	0
RIPR_TPR Website	2
Referrals / Agency Referrals	3
LinkedIn	0
Current	0
Investigative Reporters & Editors, Inc.	0
Greater Public.org	0
CPB jobline	2
National Hispanic Media Coalition	0
Report for America	0
Native American Journalists Association	0
Brown University Job Board	0
Indeed.com	0
Diversityjobs.org	0

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Metro Desk Reporter

Date of Hire: April 1 2023

Page: 1

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women’s organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE (INTERVIEWEES IN PARENTHESIS)	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
(Current)	N	4400 Massachusetts Ave NW Washington, DC 20016	current.org
(The Public’s Radio)	N	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
National Association of Hispanic Journalists	N	PO Box 117, Windsor, CA 95492	nahjcareers.org
(CPB Jobline)	N	401 9th St NW, Washington DC 20004	202-879-9600; https://www.cpb.org/jobline
National Association of Black Journalists	N	PO Box 117, Windsor, CA 95492	nabjcareers.com
(Asian American Journalists Association)	N		202-729-8383 www.aaja.org

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station’s local public inspection file and post the list on the station’s web site if it has one.

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Morning Producer/Substitute Host

Date of Hire: 10/17/23

Page: 2

List all recruiting sources utilized to fill the vacancy (e.g., employment advertisements in print media, educational institutions, minority and/or women’s organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE (INTERVIEWEES IN PARENTHESIS)	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
(The Public’s Radio)	N	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
National Association of Hispanic Journalists	N	PO Box 117, Windsor, CA 95492	nahjcareers.org
CPB Jobline	N	401 9th St NW, Washington DC 20004	202-879-9600; https://www.cpb.org/jobline
National Association of Black Journalists	N	PO Box 117, Windsor, CA 95492	nabjcareers.com
	N		

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies. See Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station’s local public inspection file and post the list on the station’s web site if it has one.