

New Hampshire Public Radio

Attachment 1

New Hampshire Public Radio, Inc.
2019 ANNUAL EEO PUBLIC FILE REPORT

STATIONS

WEVO (FM-NCE), Concord, NH
WEVC (FM-NCE), Gorham, NH
WEVH (FM-NCE), Hanover, NH
WEVJ (FM-NCE), Jackson, NH
WCNH (FM-NCE), Bow, NH

WEVN (FM-NCE), Keene, NH
WEVS (FM-NCE), Nashua, NH
WEVF (FM-NCE), Colebrook, NH
WEVQ (FM-NCE), Littleton, NH

Reporting Period: 12/2/2018 - 12/1/2019
No. of Full-time Employees: More than 10
Small Market Exemption: No

During the Reporting Period, a total of four (4) full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided below.

INITIATIVES

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

- 1) *Established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.*
 - a) Between December 2, 2018 and December 1, 2019, NHPR hosted six interns. The interns learned about different aspects of NHPR's operations, including news reporting and show production, through hands-on supervised work. Staff organized training sessions for the summer interns on: how to organize tape when you have hours of interviews, finding and using music, and finding a job in journalism.

- 2) *Participation in scholarship programs directed to students who want to pursue a career in broadcasting.*
 - a) NHPR participated in the Student Broadcaster Scholarship Program through the New Hampshire Association of Broadcasters (NHAB).

- 3) *Participation in job fairs by station personnel with hiring responsibilities*

- a) NHPR participated in the Spring Career and Internship Fair at Keene State College (March 21, 2019). The Executive Producer, Creative Production Unit attended this job fair and reviewed resumes with the HR Associate.
 - b) The Director, People and Culture participated in four virtual career fairs hosted by the New Hampshire Association of Broadcasters (December 3-7, 2018; March 4-9, 2019; June 24-28, 2019; and Sept 23-27, 2019).
 - c) NHPR participated in the New Hampshire College & University Council Spring Career Fair at St. Anselm's College (03/27/2019). The Managing Editor attended the job fair and reviewed resumes with the HR Associate.
 - d) NHPR participated in the "Future Fair: Graduate Schools, Careers, and Internships" at Keene State College (10/17/19). The Executive Producer, Creative Production Unit attended this job fair and reviewed resumes with the HR Associate.
- 4) *Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including women and minorities.*

All upper-level positions were posted with media trade groups that reached a broad range of applicants. Relevant examples of these media trade groups are listed below:

- a) Membership Director – Greater Public, Current
 - b) Chief Executive Officer – Current
 - c) Director of Technology – Society of Broadcast Engineers, Current
- 5) *Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*
- a) NHPR established the Couch Fellowship for Innovation, which enables entry level individuals with an interest in public media to acquire skills by training and working in one or more NHPR department. Our most recent Couch Fellow started in May 2019. Four previous Couch Fellows were hired as a regular, full-time employees after their fellowships.
 - b)
 - c) NHPR established the Public Radio Fellowship for entry level individuals interested in public media and radio show production. The first Public Radio Fellow started in January 2019.
 - d) Two reporters, three producers, and the Director of Content Innovation and Audience Development attended the Third Coast International Audio Festival in Chicago, IL (Oct. 31-Nov. 2, 2019).
 - e) Our President and Chief Executive Officer attended the Public Radio Super-regional Meeting in New Orleans, LA (Oct. 15-17, 2019).
 - f) An Executive Producer, two producer/co-hosts and a producer attended the Sound Education Conference in Boston, MA (Oct. 9-12, 2019).
 - g) Two producer/co-hosts attended the New Hampshire Council for the Social Studies annual conference in Manchester, NH (Oct. 30, 2019).

- h) Two producer/co-hosts and an Executive Producer attended the National Council for the Social Studies conference in Austin, TX (Nov. 22-24, 2019).
- i) Our Digital Director, a Senior Producer and a Reporter attended PodX by the creators of BroadwayCon, LeakyCon and Con of Thrones in Nashville, TN (May 31-June 2, 2019).
- j) A Producer attended the Hearsay International Audio Arts Festival by Hearsay International Audio Arts in Kilfinane, Ireland (April 4-7, 2019).
- k) The Director of Content Innovation and Audience Development participated in the CPB Editorial Integrity and Leadership Initiative provided by the Walter Cronkite School of Journalism and Mass Communication in Phoenix, AZ (April 20-August 26, 2019).
- l) The Director of Content Innovation and Audience Development, Program Manager, Senior Producer, Host, two Producers and News department staff members participated in "Systems Thinking Training" led by The New School's Journalism and Design Department held at NHPR (March 4-5, 2019).
- m) The News Department staff, Director of Content Innovation & Audience Development and Program Manager participated in "NPR Newscast Training" at NHPR (April 26, 2019).
- n) The Program Manager attended the PRPD Conference held by the Public Radio Program Directors Association in Minneapolis, MN (Aug. 26-29, 2019).
- o) Our Director of Content Innovation & Audience Development, two Reporters and the Senior Producer, Podcasts & Special Projects participated in Radiolab's "Braindump 101" by Radiolab producer, Brenna Farrell at NHPR (Aug. 8, 2019).
- p) The Digital Director attended the Podcast Movement Conference by Podcast Movement in Orlando, FL (Aug. 14-15, 2019).
- q) Our News and Programming staff attended an Investigative Reporters & Editors (IRE) Data Training by IRE/NICAR at NHPR (Oct. 20-21, 2019).
- r) Our News Director attended the Public Radio News Directors Conference (PRNDI) in Washington, DC (June 13-15, 2019).
- s) Our Investigative Data Reporter/Editor attended the NPR State Government Fly-In in Washington, DC (Sept. 24-25, 2019).
- t) The Morning Edition Producer attended the New England First Amendment Conference held by the New England First Amendment Coalition in Boston, MA (Sept. 22-24, 2019).
- u) The Morning Edition Host attended HostCon held at NPR West in Culver City, CA (Nov. 1-3, 2019).
- v) Our Energy & Environment Reporter attended the Energy Journalism Initiative Seminar held by the Center on Global Energy Policy at Columbia University in New York, NY (June 11-14, 2019).
- w) Our Energy & Environment Reporter attended "Science Essentials for Political Reporters" held by SciLine/American Association for the Advancement of Science at Drake University in Des Moines, IA (Aug. 4-6, 2019).

- x) The Director, Major & Planned Gifts attended the “Women, Wealth & Philanthropy” seminar organized by New Hampshire and Vermont Council of Charitable Gift Planners in Norwich, VT (April 4, 2019).
- y) The Director, Major & Planned Gifts participated in the “Russell James on Planned Giving Surveys” webinar held by Greater Public (April 17, 2019).
- z) The Director, Major & Planned Gifts and the Major Gifts Officer attended a “Building a Robust and Reliable Major Gifts Program Through Authentic and Sustainable Donor Relationships” training provided by the Northern New England Association of Fundraising Professionals held at NHPR (Sept. 24, 2019).
- aa) The VP, Development & Marketing attended the “Portraits in Generosity” seminar provided through New Hampshire Center for Nonprofits in Bedford, NH (March 15, 2019).
- bb) The VP, Development & Marketing; Director, Major & Planned Gifts; Communications and Marketing Director and Director of Corporate Support attended Greater Public’s, Public Media Development & Marketing Conference in Dallas, TX (July 9-12, 2019).
- cc) Our Fundraising Systems Manager attended the BBCon 2019 conference held by Blackbaud in Nashville, TN (Oct. 14-18, 2019).
- dd) Development staff attended a Raiser’s Edge Fundamentals training given by Blackbaud at NHPR (April 2-5, 2019).
- ee) Development staff participated in numerous webinars including “Giving USA Report” (June 2019), “Packaging Your Budget in Major Gift Offers” (Sept. 10, 2019), “Fall 2018 Ratings” (May 1, 2019), “Spring 2019 Ratings” (Oct. 30, 2019) and “Nine Useful, Proven Strategies to Get the Major Donor Visit” (Jan. 8, 2019).
- ff) Our Director, Communications & Marketing attended the “Strategic Storytelling for Good” seminar offered through the New Hampshire Center for Nonprofits in Plymouth, NH (Oct. 31, 2019).
- gg) The Director, Communications & Marketing and Communications and Marketing Coordinator attended the PRSA (Public Relation Society of America) Northeast District Conference in Providence, RI (June 7, 2019).
- hh) The Chief Operating Officer, Director of Corporate Support, and Corporate Relations Representatives (Underwriting) attended the New Hampshire Center for Nonprofit’s Leadership Summit in Concord, NH (Sept. 18, 2019).
- ii) Corporate Relations Representatives attended the Tri-City Expo held by the Concord Area Chamber of Commerce in Concord, NH (Sept. 19, 2019).
- jj) A Corporate Relations Representative participated in a “Demographic Trends” seminar presented by University of New Hampshire Professor Kenneth Johnson for the New Hampshire Center for Nonprofits in Concord, NH (Sept. 19, 2019).
- kk) The Director of Corporate Support and several Corporate Relations Representatives attended New Hampshire Business for Social Responsibility’s 2019 Spring Conference in Concord, NH (May 1, 2019).

- ll) Our Underwriting Team participated in a number of webinars including several given by Greater Public such as “Credit Copy Webinar” (Oct. 2019), “Basics of Digital Underwriting” (July 2019), and “Podcasting Donation Experiments with NHPR, WBUR and WNYC” (April 2019).
- mm) The Director of Finance and Chief Operating Officer attended the Public Media Business Association Conference in Orlando, FL (May 14-17, 2019).
- nn) The Staff Accountant participated in the webinar “Trial Balance in Accounts Payable” webinar by DataSys Corporation (Nov. 18, 2019).
- oo) The Human Resources Associate attended the Annual Granite Workforce Program Employer Seminar presented by New Hampshire Employment Security (March 19, 2019).
- pp) The Director of People and Culture and Human Resources Associate attended the “Building and Sustaining a Diverse Workforce” annual conference organized by the Diversity Workforce Coalition (March 14, 2019).
- qq) The Human Resources Associate attended a Facilitation Skills Workshop offered by the University of New Hampshire in Manchester, NH (May 2, 2019).
- rr) The Human Resources Associate attended a workshop on Behavioral Interviewing offered by the University of New Hampshire in Portsmouth, NH (Oct. 7, 2019).
- ss) All staff completed online anti-harassment training provided by the Corporation for Public Broadcasting.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
08/12/19	Educational Outreach Producer/Co-host	Employee Referral
08/26/19	Membership Director	Indeed
10/15/19	Chief Executive Officer	Executive Recruiter
11/12/19	Director of Technology	Executive Recruiter

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 25

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Journalism Jobs	1
Corporation for Public Broadcasting	1
LinkedIn	3
Indeed.com	2
Executive Recruiter	15
Referral	1
Google	1
New Hampshire Center for Nonprofits	1

RECRUITING SOURCES USED

Job Title: Educational Outreach Producer/Co-Host

Date of Hire: 8/12/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
Journalism Jobs	N	www.journalismjobs.com	n/a	info@journalismjobs.com 510-508-7386
New Hampshire Association of Broadcasters	N	707 Chestnut St Manchester, NH 03104 NHAB.org	Tracy Caruso	603-627-9600 Tracy@nhab.org
NHPR.org	N	2 Pillsbury Street, 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600

Job Title: Membership Director

Date of Hire: 08/26/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Center for Nonprofits	N	84 Silk Farm Road, Suite 1 Concord, NH 03301 www.nhnonprofits.org	n/a	603-225-1947
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
Greater Public	N	401 North 3rd Street, Suite 370 Minneapolis, MN 55401 http://Greaterpublic.org	n/a	800-454-2314
Indeed.com	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
LinkedIn	N	LinkedIn.com	n/a	LinkedIn.com/jobs
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600
AFP National	N	4300 Wilson Blvd. Ste 300, Arlington, VA 22203	n/a	https://afpglobal.org/
AFP Northern New England	N	1465 Woodbury Avenue, #827 Portsmouth, NH 03801 www.afp-nne.org/	Chapter Administrator	603-319-4039 admin@afp-nne.org
AFP Massachusetts, Western Massachusetts	N	104 Brookline Avenue West Springfield, MA 01089	n/a	https://community.afpglobal.org/home
CFRE Job Center	N	http://www.cfre.org/cfre-job-center/	n/a	http://www.cfre.org/cfre-job-center/
MA Nonprofit Network	N	89 South Street, Ste 603, Boston, MA 02111	n/a	Massnonprofitnet.org
Women in Philanthropy	N	PO Box 224, Northampton, MA 01061	n/a	https://wipowm.wildapricot.org/
Philanthropy News Digest	N	32 Old Slip, 24 th Fl, New York, NY 10005	n/a	212-620-4230 https://philanthropynewsdigest.org/jobs

Women in Development of Greater Boston	N	22 Bates Road, Suite 224 Mashpee, MA 02649 https://widgb.org/	n/a	clientserv@yourmembership.com
Current	N	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912 https://current.org	clientserv@yourmembership.com	860-437-5700
AFP Massachusetts	N	465 Waverly Oaks Rd. Suite 421 Waltham, MA 02452	n/a	https://community.afpglobal.org/home
NHPR Facebook	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
Public Media Women in Leadership Facebook page	N	https://www.facebook.com/groups/1558435007731899/	n/a	pmwomeninleadership@gmail.com
NHPR.org	N	2 Pillsbury St., 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
NHPR Twitter	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
Public Radio Assoc of Devt Officers Listserv	N	4118 Autumn Ridge Dr. Sugarland, TX 77479	n/a	prado@listserv.syr.edu

Job Title: Chief Executive Officer

Date of Hire: 10/15/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	N	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912 https://current.org	clientserv@yourmembership.com	860-437-5700
Corporation for	N	401 Ninth Avenue, NW	n/a	202-879-9600

Public Broadcasting		Washington, DC 20004-2129 Cpb.org		
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
NHPR.org	N	2 Pillsbury St., 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Isaacson Miller	N	263 Summer St. 7 th Fl. Boston, MA 02210	Anita Tien/Emily Buehrens McCarthy	888-873-6989 emccarthy@imsearch.com

Job Title: Director of Technology

Date of Hire: 11/12/19

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	N	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912 https://current.org	clientserv@yourmemberships.com	860-437-5700
NHPR.org	N	2 Pillsbury St., 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Executive Search/ Stanton Chase	N	101 Federal Street, Boston MA 02110 Stantonchase.com	Melissa Petersen/ Lyn Cason	617-988-2887 m.petersen@stantonchase.com
Society of Broadcast Engineers	N	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Sbe.org	K. Jones	317-846-9000 kjones@sbe.org
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
New Hampshire Association of Broadcasters	N	707 Chestnut St Manchester, NH 03104 NHAB.org	Tracy Caruso	603-627-9600 Tracy@nhab.org
MA Broadcasters Assoc.	N	PO Box 857 Clark, NJ 07066	n/a	800-471-1875

NASBA/ Careerpage	N	2333 Wisconsin St. NE Albuquerque, NM 87110	n/a	800-622-2414
Pubtech	N	Pittsburgh, PA	n/a	412-638-5250 pubtech@lists.pubtec h.org
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600
LinkedIn	N	LinkedIn.com	n/a	LinkedIn.com/jobs
New Hampshire Center for Nonprofits	N	84 Silk Farm Road, Suite 1 Concord, NH 03301 www.nhnonprofits.org	n/a	603-225-1947

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

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STATIONS

WEVO (FM-NCE), Concord, NH
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WEVN (FM-NCE), Keene, NH
WEVS (FM-NCE), Nashua, NH
WEVF (FM-NCE), Colebrook, NH
WEVQ (FM-NCE), Littleton, NH

Reporting Period:	12/1/2019 – 11/30/2020
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the Reporting Period, a total of three (3) full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided below.

INITIATIVES

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

- 1) *Established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.*
 - a) Between December 1, 2019 and November 30, 2020, NHPR hosted four interns. The interns learned about different aspects of NHPR's operations, including news reporting and show production, through hands-on supervised work. Staff organized training sessions for the summer interns on: cyber research and data analysis, finding your voice, the art of the interview, and finding jobs in journalism.

- 2) *Participation in scholarship programs directed to students who want to pursue a career in broadcasting.*
 - a) NHPR participated in the Student Broadcaster Scholarship Program through the New Hampshire Association of Broadcasters (NHAB).

3) *Participation in job fairs by station personnel with hiring responsibilities*

- a) The Director, People and Culture participated in two virtual career fairs hosted by the New Hampshire Association of Broadcasters (December 16-20, 2019 and February 10-14, 2020).
- b) NHPR participated in the NABJ/NAHJ 2020 Convention & Career Fair (August 5-7, 2020). The Managing Editor and the Director, People and Culture represented the station at the virtual job fair.
- c) NHPR participated in the AAJA Career Fair (August 13-14, 2020). The Director, People and Culture and the HR Associate represented the station at the virtual job fair.
- d) NHPR participated in the virtual “Non-profit Career & Internship Fair” at Keene State College (October 7, 2020). A Senior Producer from the Creative Production Unit represented the station at the job fair and reviewed resumes with human resources.
- e) NHPR participated in the “Craig Newmark Graduate School of Journalism at CUNY Fall 2020 Job Fair”. The Director, People and Culture and the HR Associate represented the station at the virtual job fair.

4) *Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including women and minorities.*

All upper-level positions were posted with media trade groups that reached a broad range of applicants.

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

- a) NHPR established the Couch Fellowship for Innovation, which enables entry level individuals with an interest in public media to acquire skills by training and working in one or more NHPR department. Our most recent Couch Fellow started in July 2020. Four previous Couch Fellows were hired as regular, full-time employees after their fellowships.
- b) NHPR established the Public Radio Fellowship for entry level individuals interested in public media and radio show production. Our current Public Radio Fellow started in March 2020.
- c) An Executive Producer, a Producer/Reporter/Co-Host, the Program Director and our Public Radio Fellow attended the PRPD-PMJA Annual Conference virtually (September 21, 2020).
- d) A Producer/Reporter attended #IRE20 conference virtually (September 21, 2020).
- e) An Executive Producer attended the ONA20 Everywhere virtual conference held by the Online News Association (October 1-16, 2020).
- f) A Producer/Reporter virtually attended the “Beginner’s Guide to Abenaki” training held by Ndakinna Education Center (August 3-30, 2020).

- g) The Director of Audience Engagement, the Membership Director, the Fundraising Systems Manager and an Executive Producer participated in Facebook’s Membership Accelerator Program from April to July 2020.
- h) Our News Director attended an NPR State Government Coverage Training held by NPR in Washington, DC (December 19, 2020).
- i) Our Investigative Data Reporter/Editor, a Reporter, and a Senior Producer attended the NICAR conference held by IRE (Investigative Reporters & Editors) in New Orleans, LA (December 19, 2020).
- j) The VP, Development & Marketing, the Membership Director, the Director of Communications & Marketing and the Director of Corporate Support attended the Bizlab Seminar hosted by WBUR in Boston, MA (December 10, 2019).
- k) The CEO, the VP, Development & Marketing, the Director, Major & Planned Gifts and a Major Gifts Officer virtually attended the Major Giving Academy by Greater Public/Veritus throughout 2020.
- l) Development, Membership, Marketing and Underwriting staff virtually participated in the PMDMC20 Summer Series presented by Greater Public (July 14 through September 16, 2020).
- m) The Director, Major & Planned Giving, the Communications & Marketing Coordinator, the On-Air & Digital Fundraising Associate, the Membership Director, and the Fundraising Systems Manager virtually participated in BBCON20 presented by Blackbaud (October 6-8, 2020).
- n) Development, Membership, Underwriting and Human Resources staff virtually participated in the biweekly “Building Resilience” series presented by Greater Public, PMJA, PRPD and Current (May 6 - August 25, 2020).
- o) The VP, Development & Marketing, the Development Associate, Grants and Operations and the Membership Director participated in the “Leading and Managing Conversations on Race and Racism” webinar held by National Public Radio (June 22, 2020).
- p) The Development Associate, Grants and Operations participated in the “CASTE: The Underbelly of American Racism” webinar held by New England Blacks in Philanthropy (October 22, 2020).
- q) The Director, Major & Planned Gifts, the Development Associate, Grants and Operations and the Membership Director participated in webinar “What does it mean to be an Anti-Racist? With Professor Ibram X. Kendi held by New England Blacks in Philanthropy (June 30, 2020).
- r) Our Membership Director and the On-Air & Digital Fundraising Associate participated in webinars from Greater Public such as “Spring On-Air Fundraising Kick Off”, “Demystifying Nielson Ratings for Development Professionals”, “On-Air Fundraising During a Global Pandemic”, and “Resilience of Revenue”
- s) The Director, Communications & Marketing virtually attended the New Hampshire Businesses for Social Responsibility – Spring Conference held by NHBSR (June 1-3, 2020).

- t) The Director, Communications & Marketing virtually attended the Inbound 2020 Conference presented by Hubspot (September 7-10, 2020).
- u) The Corporate Relations Representatives, the Director, Communications & Marketing and our Communications & Marketing Coordinator virtually attended the New Hampshire Center for Nonprofit Conference and Expo (September 15-18, 2020).
- v) The Communications & Marketing Coordinator participated in the “Tackling Events During COVID-19” webinar held by PMDMC/Greater Public (October 20, 2020).
- w) Corporate Relations Representatives participated in a “Leading Through Change” webinar by Salesforce (March 30, 2020).
- x) Corporate Relations Representatives participated in several webinars given by BrightTalk including “Prospecting During Times of Uncertainty” (March 26, 2020), “LinkedIn Sales Tools” (April 2, 2020) and “Restoring Pipelines” (April 9, 2020).
- y) Corporate Relations Representatives participated in a webinar by the New Hampshire Business Review titled, “Navigating the Stimulus” What’s in This for My Business?” (April 9, 2020).
- z) The Director of Corporate Support and the Corporate Relations Representatives attended the webinar “Audience Insights on COVID-19: 2020 PPM Data” (July 22, 2020) by the Radio Research Consortium as well as “RRC Spring 20 Consult/Ratings Discussion” (September 4, 2020).
- aa) Corporate Relations Representatives attended the webinar “Breakthrough Women, Tech, Leadership” held by Public Media Women in Leadership (May 5, 2020).
- bb) The Chief Financial Officer and the Staff Accountant attended four Corporation for Public Broadcasting CSG Compliance Training webinars held by the CPB during the reporting period.
- cc) The Human Resources Associate attended the Annual Granite Workforce Program Employer Seminar in Concord, NH presented by New Hampshire Employment Security (March 9, 2020).
- dd) The Human Resources Associate attended the “Engaging Across Differences” annual conference organized by the Diversity Workforce Coalition (March 12, 2020).
- ee) The Human Resources Associate participated in the webinar “Reopening to a New Normal” by Pillsbury Law (May 12, 2020).
- ff) The Director, People and Culture participated in several webinars related to the impact of COVID-19 on work including “Telework during COVID-19 and Beyond” by Enquiron Insights (November 18, 2020) , “Managing a Safe Return to the Workplace” by Sheehan Phinney (September 9, 2020) and “Considerations for Reopening your Business” by McLane Middleton (May 27, 2020)
- gg) The Director, People and Culture participated in webinars by the Freedom Forum’s Power Shift Forum, including “Do you Qualify as an Ally?” (October 14, 2020) and “COVID-19: Taking Care of Journalists and Journalism” (April 8, 2020).

- hh) The Director, People and Culture attended the webinar “A Leader’s Perspective: Unconscious Bias” by the Diversity Workforce Coalition (July 22, 2020).
- ii) Twenty-eight staff members completed online anti-harassment training provided by the Corporation for Public Broadcasting.
- jj) Eighty-eight percent of staff completed 2020 Security Awareness training by Kevin Mitnick from KnowBe4.com.
- kk) Seven members of the Senior Team attended Diversity, Equity & Inclusion training by Visions, Inc. (October 20-21, 2020). An additional 24 staff members attended the same training (November 16-18 and November 30-December 1). The remaining staff are scheduled to attend this training in January 2021.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
07/13/2020	Communications & Marketing Coordinator	Indeed
10/18/2020	Customer Service & Underwriting Coordinator	Employee Referral
11/16/2020	Community Engagement Producer	NHPR Website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 22

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
NHPR Website	2
Journalism Jobs	1
Poynter	1
Indeed.com	6
Facebook	1
Twitter	2
NH Works	1
Monster	1
Employee referral	4
Google	2
Craig Newmark School of Journalism at CUNY	1

RECRUITING SOURCES USED

Job Title: Communications & Marketing Coordinator

Date of Hire: 7/13/2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
Indeed	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
NHPR Twitter	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
NHPR Facebook	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
PRSA	N	53 Regional Dr. Ste.1 Concord, NH 03301	n/a	http://www.yankeeprsa.org/ 603-228-1231
NH Center for Nonprofits	N	84 Silk Farm Road, Suite 1 Concord, NH 03301 www.nhnonprofits.org	n/a	603-225-1947
NHPR.org	N	2 Pillsbury Street, 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
New Hampshire Center for Nonprofits	N	84 Silk Farm Road, Suite 1 Concord, NH 03301 www.nhnonprofits.org	n/a	603-225-1947
Indeed.com	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
Workplace Diversity	N	Workplacediversity.com	n/a	973-992-7311
Boston University	N	https://app.joinhandshake.com/jobs	n/a	https://support.joinhandshake.com/hc/en-us/categories/202707307-Employer
SNHU	N	https://app.joinhandshake.com/jobs	n/a	https://support.joinhandshake.com/hc/en-us/categories/202707307-Employer
UMASS-Lowell	N	https://app.joinhandshake.com/jobs	n/a	https://support.joinhandshake.com/hc/en-us/categories/202707307-Employer
Manchester Community College	N	https://www.collegecentral.com/mccnh/Employer.cfm	n/a	603-206-8171
Nashua Community College	N	https://www.collegecentral.com/nashuacc/	n/a	603-578-8906
NHPR.org	N	2 Pillsbury St., 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Monster.com	N	www.monster.com	n/a	https://candidatehelp.monster.com/s/contactsupport?language=en_US&brandtag=seeker

Job Title: Community Engagement Producer

Date of Hire: 11/16/2020

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New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600
Current	N	4400 Massachusetts NW, Washington, DC 20016 https://current.org	clientserv@yourmemberships.com	860-437-5700
Journalism Jobs	N	www.journalismjobs.com	n/a	info@journalismjobs.com 510-508-7386
Poynter	N	801 Third Street South St. Petersburg, FL 33701 http://careers.poynter.org	n/a	727-821-9494
PRNDI	N	PMJA PO Box 838 Sturgis, SD 57785	Christine Paige Diers	cpaigediers@gmail.com 605-490-3033
NHPR Twitter	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
NHPR Facebook	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
Native American Journalist Association	N	395 W. Lindsey St., Norman, OK 73019	Rebecca Landsberry	rebeccalandsberry@naja.com
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	n/a	info@nahjcareers.org 626-792-3846
National Association of Black Journalists	N	1100 Knight Hall, Suite 3100 College Park, MD 20742	n/a	info@nabjcareers.org 626-792-3846

		Nabj.org		
South Asian Journalist Association	N	https://www.saja.org/	N/A	secretary@saja.org
Columbia University	N	https://app.joinhandshake.com/jobs/	n/a	https://support.joinhandshake.com/hc/en-us/categories/202707307-Employer
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* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.