

**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**

<b>Reporting Period:</b>	12/2/2018 - 12/1/2019
<b>No. of Full-time Employees:</b>	More than 10
<b>Small Market Exemption:</b>	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 of 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) 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.
  - c) 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).
  - d) Our President and Chief Executive Officer attended the Public Radio Super-regional Meeting in New Orleans, LA (Oct. 15-17, 2019).
  - e) An Executive Producer, two producer/co-hosts and a producer attended the Sound Education Conference in Boston, MA (Oct. 9-12, 2019).
  - f) Two producer/co-hosts attended the New Hampshire Council for the Social Studies annual conference in Manchester, NH (Oct. 30, 2019).

- g) Two producer/co-hosts and an Executive Producer attended the National Council for the Social Studies conference in Austin, TX (Nov. 22-24, 2019).
- h) 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).
- i) A Producer attended the Hearsay International Audio Arts Festival by Hearsay International Audio Arts in Kilfinane, Ireland (April 4-7, 2019).
- j) 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).
- k) 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).
- l) The News Department staff, Director of Content Innovation & Audience Development and Program Manager participated in “NPR Newscast Training” at NHPR (April 26, 2019).
- m) The Program Manager attended the PRPD Conference held by the Public Radio Program Directors Association in Minneapolis, MN (Aug. 26-29, 2019).
- n) 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).
- o) The Digital Director attended the Podcast Movement Conference by Podcast Movement in Orlando, FL (Aug. 14-15, 2019).
- p) Our News and Programming staff attended an Investigative Reporters & Editors (IRE) Data Training by IRE/NICAR at NHPR (Oct. 20-21, 2019).
- q) Our News Director attended the Public Radio News Directors Conference (PRNDI) in Washington, DC (June 13-15, 2019).
- r) Our Investigative Data Reporter/Editor attended the NPR State Government Fly-In in Washington, DC (Sept. 24-25, 2019).
- s) 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).
- t) The Morning Edition Host attended HostCon held at NPR West in Culver City, CA (Nov. 1-3, 2019).
- u) 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).
- v) 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).

- w) 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).
- x) The Director, Major & Planned Gifts participated in the “Russell James on Planned Giving Surveys” webinar held by Greater Public (April 17, 2019).
- y) 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).
- z) The VP, Development & Marketing attended the “Portraits in Generosity” seminar provided through New Hampshire Center for Nonprofits in Bedford, NH (March 15, 2019).
- aa) 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).
- bb) Our Fundraising Systems Manager attended the BBCon 2019 conference held by Blackbaud in Nashville, TN (Oct. 14-18, 2019).
- cc) Development staff attended a Raiser’s Edge Fundamentals training given by Blackbaud at NHPR (April 2-5, 2019).
- dd) 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).
- ee) 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).
- ff) 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).
- gg) 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).
- hh) Corporate Relations Representatives attended the Tri-City Expo held by the Concord Area Chamber of Commerce in Concord, NH (Sept. 19, 2019).
- ii) 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).
- jj) 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).

- kk) 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).
- ll) The Director of Finance and Chief Operating Officer attended the Public Media Business Association Conference in Orlando, FL (May 14-17, 2019).
- mm) The Staff Accountant participated in the webinar “Trial Balance in Accounts Payable” webinar by DataSys Corporation (Nov. 18, 2019).
- nn) The Human Resources Associate attended the Annual Granite Workforce Program Employer Seminar presented by New Hampshire Employment Security (March 19, 2019).
- oo) 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).
- pp) The Human Resources Associate attended a Facilitation Skills Workshop offered by the University of New Hampshire in Manchester, NH (May 2, 2019).
- qq) The Human Resources Associate attended a workshop on Behavioral Interviewing offered by the University of New Hampshire in Portsmouth, NH (Oct. 7, 2019).
- rr) 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 <a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a>	n/a	603-224-3311 <a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a>
Journalism Jobs	N	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	n/a	<a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a> 510-508-7386
New Hampshire Association of Broadcasters	N	707 Chestnut St Manchester, NH 03104 <a href="http://NHAB.org">NHAB.org</a>	Tracy Caruso	603-627-9600 <a href="mailto:Tracy@nhab.org">Tracy@nhab.org</a>
NHPR.org	N	2 Pillsbury Street, 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910 <a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a>
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 <a href="http://Cpb.org">Cpb.org</a>	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 <a href="http://www.nhnonprofits.org">www.nhnonprofits.org</a>	n/a	603-225-1947
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 <a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a>	n/a	603-224-3311 <a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a>
Greater Public	N	401 North 3rd Street, Suite 370 Minneapolis, MN 55401 <a href="http://Greaterpublic.org">http://Greaterpublic.org</a>	n/a	800-454-2314
Indeed.com	N	Indeed.com	n/a	<a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.com/support/contact?zlang=</a>
LinkedIn	N	LinkedIn.com	n/a	<a href="https://www.linkedin.com/jobs">LinkedIn.com/jobs</a>
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 <a href="http://Cpb.org">Cpb.org</a>	n/a	202-879-9600
AFP National	N	4300 Wilson Blvd. Ste 300, Arlington, VA 22203	n/a	<a href="https://afpglobal.org/">https://afpglobal.org/</a>
AFP Northern New England	N	1465 Woodbury Avenue, #827 Portsmouth, NH 03801 <a href="http://www.afp-nne.org/">www.afp-nne.org/</a>	Chapter Administrator	603-319-4039 <a href="mailto:admin@afp-nne.org">admin@afp-nne.org</a>
AFP Massachusetts, Western Massachusetts	N	104 Brookline Avenue West Springfield, MA 01089	n/a	<a href="https://community.afpglobal.org/home">https://community.afpglobal.org/home</a>
CFRE Job Center	N	<a href="http://www.cfre.org/cfre-job-center/">http://www.cfre.org/cfre-job-center/</a>	n/a	<a href="http://www.cfre.org/cfre-job-center/">http://www.cfre.org/cfre-job-center/</a>
MA Nonprofit Network	N	89 South Street, Ste 603, Boston, MA 02111	n/a	<a href="http://Massnonprofitnet.org">Massnonprofitnet.org</a>
Women in Philanthropy	N	PO Box 224, Northampton, MA 01061	n/a	<a href="https://wipowm.wildapricot.org/">https://wipowm.wildapricot.org/</a>
Philanthropy News Digest	N	32 Old Slip, 24 <sup>th</sup> Fl, New York, NY 10005	n/a	212-620-4230 <a href="https://philanthropynewsdigest.org/jobs">https://philanthropynewsdigest.org/jobs</a>



Women in Development of Greater Boston	N	22 Bates Road, Suite 224 Mashpee, MA 02649 <a href="https://widgb.org/">https://widgb.org/</a>	n/a	clientserv@yourmembership.com
Current	N	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912 <a href="https://current.org">https://current.org</a>	clientserv@yourmembership.com	860-437-5700
AFP Massachusetts	N	465 Waverly Oaks Rd. Suite 421 Waltham, MA 02452	n/a	<a href="https://community.afpglobal.org/home">https://community.afpglobal.org/home</a>
NHPR Facebook	N	2 Pillsbury Street, 6 <sup>th</sup> floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	<a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a> 603-228-8910
Public Media Women in Leadership Facebook page	N	<a href="https://www.facebook.com/groups/1558435007731899/">https://www.facebook.com/groups/1558435007731899/</a>	n/a	pmwomeninleadership@gmail.com
NHPR.org	N	2 Pillsbury St., 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
NHPR Twitter	N	2 Pillsbury Street, 6 <sup>th</sup> floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	<a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a> 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 <a href="https://current.org">https://current.org</a>	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 <a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a>	n/a	603-224-3311 esinfo@nhes.nh.gov
NHPR.org	N	2 Pillsbury St., 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Isaacson Miller	N	263 Summer St. 7 <sup>th</sup> 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 <a href="https://current.org">https://current.org</a>	clientserv@yourmembershhip.com	860-437-5700
NHPR.org	N	2 Pillsbury St., 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910 <a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a>
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 <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 <a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a>	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.