

2022 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, 2022

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

During the Reporting Period, **6** 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)

- ___ 1 Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions
- 1) 4/29/22 Current Job Fair-Remote
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. Interns acquire real-world skills and experience by conducting interviews, writing news scripts, editing audio, and performing broadcast operations. TPR has 2-4 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. TPR also uses the Swearer Center for Public Service job site at Brown University.

_____ 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 training and mentoring for each new hire. personnel

Describe: The Public's Radio has a stationwide on-boarding program that includes

_____ 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

1) _____
2) _____

to employment opportunities in broadcasting

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 web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting Describe:

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>
March 22, 2022	Director of Membership & Marketing	PRADO – Public Radio Assoc. of Development Officers
June 6, 2022	Daily Editor	Current Job Fair
July 1, 2022	Corporate Support Representative	Internal
August 1, 2022	Director of Membership & Marketing	AFP RI Job Board (Association of Fundraising Professionals RI)
October 5, 2022	Morning Edition Host	Referral
December 1, 2022	Newport Bureau Reporter	Website

SUMMARY

Date of Annual Report: **November 30, 2022**

(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: 23

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	0
Association of Fundraising Professionals	1
Idealist.org	0
RTDNA.org	0
JournalismJobs.org	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	1
PRADO – Public Radio Assoc. of Development Officers	1
RIPR_TPR Website	5
Referrals / Agency Referrals	7
LinkedIn	2
Current	0
Investigative Reporters & Editors, Inc.	0
Greater Public.org	0
Unknown	3
National Hispanic Media Coalition	0
Report for America	0
Native American Journalists Association	0
Brown University Job Board	0
Indeed.com	2
Diversityjobs.org	0
CPB Job Board	1

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Daily Editor

Date of Hire: June 6, 2022

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		PO Box 117, Windsor, CA 95492	nahjcareers.org
CPB Job Hotline	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: Director of Membership & Marketing

Date of Hire: 3/22/22

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
Idealist.org	N	389 5 th Ave., 9 th Floor, New York, NY 10016	646-786-6886 www.idealist.org
The Public’s Radio (RI Public Radio)	N	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
PRADO (Public Radio Organization of Development Officers)	N	4118 Autumn Ridge Dr. Sugar Land, TX 77479	www.pradoweb.org
Association of Fundraising Professionals, RI Chapter	N	1 Capital Way, Cranston, RI 02910	www.afpri.org
Greater Public	N	PO Box 303279 Austin, TX 78703-0055	greaterpublic.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: Director of Corporate Support

Date of Hire: July 1, 2022

Page 3

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 (RI Public Radio)	N	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
PRADO (Public Radio Organization of Development Officers)	N	4118 Autumn Ridge Dr. Sugar Land, TX 77479	www.pradoweb.org
Idealist.org	N	389 5 th Ave., 9 th Floor, New York, NY 10016	646-786-6886 www.idealist.org
Referral requests	N		
Greater Public	N	PO Box 303279 Austin, TX 78703-0055	greaterpublic.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: Director of Membership & Marketing

Date of Hire: Aug 1,2022

Page 4

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
Idealist.org	N	389 5 th Ave., 9 th Floor, New York, NY 10016	646-786-6886 www.idealist.org
The Public’s Radio (RI Public Radio)	N	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
PRADO (Public Radio Organization of Development Officers)	N	4118 Autumn Ridge Dr. Sugar Land, TX 77479	www.pradoweb.org
Association of Fundraising Professionals, RI Chapter	N	1 Capital Way, Cranston, RI 02910	www.afpri.org
Current	N	4400 Massachusetts Ave NW Washington, DC 20016	current.org
Greater Public	N	PO Box 303279 Austin, TX 78703-0055	greaterpublic.org
Indeed	N		indeed.com

* 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 Edition Host

Date of Hire: Oct 5, 2022

Page: 5

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		PO Box 117, Windsor, CA 95492	nahjcareers.org
CPB Job Hotline	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: Newport Bureau Reporter

Date of Hire: Nov 30, 2022

Page: 6

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 Job Hotline	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

* 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.