



April 26, 2021

To: FCC Online Public Files

Re: EEO Audit Response for New Hampshire Public Radio, Incorporated  
Station WEVC(FM), Gorham, NH  
Facility ID No. 24235

New Hampshire Public Radio, Incorporated ("NHPR"), licensee of noncommercial education ("NCE") WEVC(FM), Gorham, NH (the "Station"), is providing the following data in response to the EEO Audit letter dated February 25, 2021, from Ms. Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement Bureau, of the Federal Communications Commission ("Audit Letter").

Responses are numbered to correspond with the information requests made in the Audit Letter.

As indicated on WEVC(FM)'s annual EEO Public File reports, WEVC(FM) is part of a larger employment unit (the "Unit") that includes the following NCE stations:

WEVF(FM), Colebrook, New Hampshire, Facility ID No. 173434  
WEVH(FM), Hanover, New Hampshire, Facility ID No. 48439  
WEVJ(FM), Jackson, New Hampshire, Facility ID No. 84239  
WEVN(FM), Keene, New Hampshire, Facility ID No. 48440  
WEVO(FM), Concord, New Hampshire, Facility ID No. 48438  
WEVQ(FM), Littleton, New Hampshire, Facility ID No. 173546  
WEVS(FM), Nashua, New Hampshire, Facility ID No. 84847  
WCNH(FM), Bow, New Hampshire, Facility ID No. 172814<sup>1</sup>

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<sup>1</sup> This station has been silent since April 14, 2021 (see CDBS File No. BLSTA-20210416AAE). Additionally, the call sign for this station was changed to WSPS(FM) when it swapped call signs with a recently acquired station, Facility ID No. 62166 (consummated on March 25, 2021; see LMS File Nos. 0000143351 (notification) and 000012606 (granted consent to assignment)).

## Question 2 – Audit Data Requested

*(b)(i) Copies of the Unit's two most recent EEO Public File Reports, described in section 73.2080(c)(6). For each station in the Unit that maintains a website, provide the website address. If the Unit's most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit's most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).*

Copies of the two most recent EEO Public File Reports are included in Attachment 1. The reports cover December 2, 2018 to December 1, 2019, and December 1, 2019 to November 30, 2020, respectively. NHPR has one website for all of the stations in the Unit, [www.nhpr.org](http://www.nhpr.org). The Unit's most recent EEO Public File Report, as well as several prior reports, are linked at <https://www.nhpr.org/financial-eeo-information>.

*(b)(ii) For each of the Unit's full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Station (if during that period), provide the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if you have sent a job notice to multiple sources, you may include in your response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii). Include however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).*

Each of the Unit's full-time positions filled during this period covered by the two EEO Public File Reports are listed below with the date of hire and a list of sources where job notices were sent. Documentation of one job notice for each full-time positions filled is included in Attachment 2.

Notices to all listed sources for each position were issued to announce the vacancies and copies of the notices are retained in the onsite binder. There are no organizations that have notified the Unit that they want to be notified of the Unit's job openings pursuant to section 73.2080(c)(1)(ii).

**Job Title: Educational Outreach Producer/Co-host (2018/2019-1)**

**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	45 South Fruit Street Concord NH 03301  www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311  esinfo@nhes.nh.gov
Journalism Jobs	www.journalismjobs.com	n/a	info@journalismjobs.com  510-508-7386
New Hampshire Association of Broadcasters	707 Chestnut St Manchester, NH 03104 NHAB.org	Tracy Caruso	603-627-9600  Tracy@nhab.org
NHPR.org	2 Pillsbury Street, 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910  kmahony@nhpr.org
Corporation for Public Broadcasting	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600

**Job Title: Membership Director (2018/2019-2)**

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	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	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	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	Indeed.com	n/a	<a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.com/support/contact?zlang=</a>
LinkedIn	LinkedIn.com	n/a	<a href="https://www.linkedin.com/jobs">LinkedIn.com/jobs</a>
Corporation for Public Broadcasting	401 Ninth Avenue, NW Washington, DC 20004-2129 <a href="http://Cpb.org">Cpb.org</a>	n/a	202-879-9600
AFP National	4300 Wilson Blvd. Ste 300, Arlington, VA 22203	n/a	<a href="https://afpglobal.org/">https://afpglobal.org/</a>

AFP Northern New England	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	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	<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	89 South Street, Ste 603, Boston, MA 02111	n/a	<a href="http://Massnonprofitnet.org">Massnonprofitnet.org</a>
Women in Philanthropy	PO Box 224, Northampton, MA 01061	n/a	<a href="https://wipowm.wildapricot.org/">https://wipowm.wildapricot.org/</a>
Philanthropy News Digest	32 Old Slip, 24 <sup>th</sup> floor 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	22 Bates Road, Suite 224 Mashpee, MA 02649 <a href="https://widgb.org/">https://widgb.org/</a>	n/a	<a href="mailto:clientserv@yourmembership.com">clientserv@yourmembership.com</a>

Current	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	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	2 Pillsbury Street, 6 <sup>th</sup> floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
Public Media Women in Leadership Facebook page	<a href="https://www.facebook.com/groups/1558435007731899/">https://www.facebook.com/groups/1558435007731899/</a>	n/a	pmwomeninleadership@gmail.com
NHPR.org	2 Pillsbury St., 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
NHPR Twitter	2 Pillsbury Street, 6 <sup>th</sup> floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910

Public Radio Assoc of Development Officers Listserv	4118 Autumn Ridge Dr. Sugarland, TX 77479	n/a	prado@listserv.syr.edu
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**Job Title: Chief Executive Officer (2018/2019-3)**

Date of Hire: 10/15/19

Referral Source	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Current	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912 <a href="https://current.org">https://current.org</a>	clientserv@yourmembershi p.com	860-437-5700
Corporation for Public Broadcasting	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600
New Hampshire Works	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	2 Pillsbury St., 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910  kmahony@nhpr.org
Isaacson Miller	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 (2018/2019-4)**

**Date of Hire: 11/12/19**

Referral Source	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Current	6930 Carroll Avenue, Suite 625 Takoma Park, Maryland 20912  <a href="https://current.org">https://current.org</a>	clientserv@yourmembers hip.com	860-437-5700
NHPR.org	2 Pillsbury St., 6 <sup>th</sup> floor Concord, NH 03301	Kelly Mahony	603-228-8910  kmahony@nhpr.org
Executive Search/ Stanton Chase	101 Federal Street, Boston MA 02110  Stantonchase.com	Melissa Petersen / Lyn Cason	617-988-2887  m.petersen@stantoncha se.com
Society of Broadcast Engineers	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260  Sbe.org	K. Jones	317-846-9000  kjones@sbe.org
New Hampshire Works	45 South Fruit Street Concord NH 03301  <a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmat ch.nhes.nh.gov</a>	n/a	603-224-3311  esinfo@nhes.nh.gov



New Hampshire Association of Broadcasters	707 Chestnut St Manchester, NH 03104 NHAB.org	Tracy Caruso	603-627-9600  Tracy@nhab.org
MA Broadcasters Assoc.	PO Box 857 Clark, NJ 07066	n/a	800-471-1875
NASBA/ Careerpage	2333 Wisconsin St. NE Albuquerque, NM 87110	n/a	800-622-2414
Pubtech	Pittsburgh, PA	n/a	412-638-5250  pubtech@lists.pubtech.org
Corporation for Public Broadcasting	401 Ninth Avenue, NW Washington DC 20004-2129  Cpb.org	n/a	202-879-9600
LinkedIn	LinkedIn.com	n/a	LinkedIn.com/jobs
New Hampshire Center for Nonprofits	84 Silk Farm Road, Suite 1 Concord, NH 03301 www.nhnonprofits.org	n/a	603-225-1947

**Job Title: Communications & Marketing Coordinator (2019/2020-1)**

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	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>
Indeed	Indeed.com	n/a	<a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.com/support/contact?zlang=</a>
NHPR Twitter	2 Pillsbury Street, 6th floor Concord, NH 03301 <a href="http://Nhpr.org">Nhpr.org</a>	Rebecca Lavoie	<a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a> 603-228-8910
NHPR Facebook	2 Pillsbury Street, 6th floor Concord, NH 03301 <a href="http://Nhpr.org">Nhpr.org</a>	Rebecca Lavoie	<a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a> 603-228-8910
PRSA	53 Regional Dr. Ste.1 Concord, NH 03301	n/a	<a href="http://www.vankeeprsa.org">http://www.vankeeprsa.org</a> 603-228-1231
NH Center for Nonprofits	84 Silk Farm Road, Suite 1 Concord, NH 03301 <a href="http://www.nhnonprofits.org">www.nhnonprofits.org</a>	n/a	603-225-1947

NHPR.org	2 Pillsbury Street, 6th floor Concord, NH 03301	Kelly Mahony	603-228-8910  kmahony@nhpr.org
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**Job Title: Customer Service & Underwriting Coordinator (2019/2020-2)**

**Date of Hire: 10/18/2020**

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Works	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 Center for Nonprofits	84 Silk Farm Road, Suite 1 Concord, NH 03301 <a href="http://www.nhnnonprofits.org">www.nhnnonprofits.org</a>	n/a	603-225-1947
Indeed.com	Indeed.com	n/a	<a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.com/support/contact?zlang=</a>
Workplace Diversity	Workplacediversity.com	n/a	973-992-7311
Boston University	<a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	n/a	<a href="https://support.joinhandshake.com/hc/enus/categories/202707307-Employer">https://support.joinhandshake.com/hc/enus/categories/202707307-Employer</a>

SNHU	<a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	n/a	<a href="https://support.joinhandshake.com/hc/enus/categories/202707307-Employer">https://support.joinhandshake.com/hc/enus/categories/202707307-Employer</a>
UMASS-Lowell	<a href="https://app.joinhandshake.com/jobs">https://app.joinhandshake.com/jobs</a>	n/a	<a href="https://support.joinhandshake.com/hc/enus/categories/202707307-Employer">https://support.joinhandshake.com/hc/enus/categories/202707307-Employer</a>
Manchester Community College	<a href="https://www.collegecentral.com/mccnh/Employer.cfm">https://www.collegecentral.com/mccnh/Employer.cfm</a>	n/a	603-206-8171
Nashua Community College	<a href="https://www.collegecentral.com/nashuacc/">https://www.collegecentral.com/nashuacc/</a>	n/a	603-578-8906
NHPR.org	2 Pillsbury St., 6th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Monster.com	<a href="http://www.monster.com">www.monster.com</a>	n/a	<a href="https://candidatehelp.monster.com/s/contactsupport?language=en_US&amp;branhtag=seeker">https://candidatehelp.monster.com/s/contactsupport?language=en_US&amp;branhtag=seeker</a>

**Job Title: Community Engagement Producer (2019/2020-3)**

**Date of Hire: 11/16/2020**

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Works	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>
Corporation for Public Broadcasting	401 Ninth Avenue, NW Washington, DC 20004-2129 <a href="http://Cpb.org">Cpb.org</a>	n/a	202-879-9600
Current	4400 Massachusetts NW, Washington, DC 20016 <a href="https://current.org">https://current.org</a>	<a href="mailto:clientserv@youmembership.com">clientserv@youmembership.com</a>	860-437-5700
Journalism Jobs	<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
Poynter	801 Third Street South St. Petersburg, FL 33701 <a href="http://careers.poynter.org">http://careers.poynter.org</a>	n/a	727-821-9494
PRNDI	PMJA PO Box 838 Sturgis, SD 57785	Christine Paige Diers	<a href="mailto:cpaigediers@gmail.com">cpaigediers@gmail.com</a> 605-490-3033

NHPR Twitter	2 Pillsbury Street, 6th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	<a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a> 603-228-8910
NHPR Facebook	2 Pillsbury Street, 6th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	<a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a> 603-228-8910
Native American Journalist Association	395 W. Lindsey St., Norman, OK 73019	Rebecca Landsberry	<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>
National Association of Hispanic Journalists	NAHJ Career Center PO Box 117 Windsor, CA 95492	n/a	<a href="mailto:info@nahjcareers.org">info@nahjcareers.org</a> 626-792-3846
National Association of Black Journalists	1100 Knight Hall, Suite 3100 College Park, MD 20742 Nabj.org	n/a	<a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a> 626-792-3846
South Asian Journalist Association	<a href="https://www.saja.org/">https://www.saja.org/</a>	N/A	<a href="mailto:secretary@saja.org">secretary@saja.org</a>

Columbia University	<a href="https://app.joinhandshake.com/jobs/">https://app.joinhandshake.com/jobs/</a>	n/a	<a href="https://support.joinhandshake.com/hc/en-us/categories/202707307-Employer">https://support.joinhandshake.com/hc/en-us/categories/202707307-Employer</a>
NHPR.org	2 Pillsbury St., 6th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org

*(b)(iii) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.*

The number of interviewees for each vacancy and referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the EEO Public File Reports is listed below:

**Educational Outreach/Co-host (position 2018/2019-1):**

Number of interviewees: 2

Referral sources:

1. Journalism Jobs
2. Employee Referral

**Membership Director (position 2018/2019-2):**

Number of interviewees: 7

Referral sources:

1. Indeed – 2 candidates
2. LinkedIn – 2 candidates
3. New Hampshire Center for Nonprofits
4. Google
5. Corporation for Public Broadcasting

**Chief Executive Officer (position 2018/2019-3):**

Number of interviewees: 10

1. Isaacson Miller (executive search firm) – 10 candidates

**Director of Technology (position 2018/2019-4):**

Number of interviewees: 6

Referral sources:

1. Stanton Chase (executive search firm) – 5 candidates
2. LinkedIn

**Communications & Marketing Coordinator (position 2019/2020-1):**

Number of interviewees: 7

Referral sources:

1. Indeed – 5 candidates
2. New Hampshire Works
3. NHPR website

**Customer Service & Underwriting Coordinator (position 2019/2020-2):**

Number of interviewees: 6

Referral sources:

1. Employee Referral – 3 candidates
2. Indeed
3. Google
4. Monster.com

**Communications Engagement Producer (position 2019/2020-3):**

Number of interviewees: 9

Referral sources:

1. Poynter
2. Journalism Jobs
3. Twitter – 2 candidates
4. NHPR website
5. Craig Newmark School of Journalism/CUNY
6. Google
7. Facebook
8. Employee referral

*(b)(iv) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth and sixth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation that you provide*



*appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask you for additional verification*

During the period covered by the EEO Public File Reports, the Unit undertook a wide range of recruitment initiatives, including those listed below.

The Unit's total number of full time employees was 59 and the population of the market exceeded 250,000. Accordingly, the Unit is required to complete four points worth of initiative activities within the covered two year period.

**Internship Program:**

NHPR established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment. Between December 2, 2018, and December 1, 2019, NHPR hosted six interns, including three summer interns in broadcast-related areas, and between December 1, 2019 and November 30, 2020 hosted an additional four interns. The interns learned about different aspects of NHPR's operations, including news reporting, podcasting and show production, through supervised, hands-on work. In addition, NHPR staff organized training sessions for the summer interns on such topics as how to organize audio tape, finding and using music, and finding a job in journalism.

Documentation on the three 2019 summer interns in broadcast functions is included in Attachment 3. They are:

**Intern 1** - worked as a **News/ATC Intern** and was trained and supervised by Cori Princell, Managing Editor. Additional training was provided by Peter Biello, Host, All Things Considered.

**Intern 2** - worked as our **Creative Production Unit Intern**. Erika Janik, Executive Producer of the Creative Production Unit, supervised her and oversaw her training.

**Intern 3** - worked as a **News Reporting intern**. She was supervised by Cori Princell, Managing Editor, who also oversaw her training.

Recruitment/human resources support was provided by Kelly Mahony, Human Resources Associate and Laurie Spira-Savett, Director, People and Culture.

**Fellowship Program:**

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. During the reporting periods covered by the most recent EEO Reports, Couch Fellows worked both in News, supervised by our News Director, Dan Barrick, and in the Creative Production Unit (podcasts), supervised by Erika Janik, Executive Producer, Creative Production Unit. Four previous Couch Fellows were hired by NHPR as regular, full-time employees after their fellowships. Documentation on our Couch Fellow who started on May 6, 2019 is included in Attachment 3.

**Scholarship Program:**

NHPR participates in the Student Broadcaster Scholarship Program, which assists students who want to pursue a career in broadcasting, through the New Hampshire Association of Broadcasters (NHAB). Documentation on our participation in 2019 is included in Attachment 4.

### **Job Fairs**

NHPR staff regularly participate in job fairs. Documentation for the following job fairs is included in Attachment 5:

- Future Fair: Careers and Internships, Keene State College (March 21, 2019). Attended by the Executive Producer, Creative Production Unit.
- New Hampshire College & University Council, St. Anselm College (March 27, 2019). Attended by the Managing Editor.
- Future Fair: Careers and Internships, Keene State College (October 17, 2019)
- Non-profit Career & Internship Fair, Keene State College (October 7, 2020)

### **Additional Initiatives:**

As reflected in the most recent EEO Reports, (1) NHPR lists all upper-level openings with media trade groups with broad-based membership, and (2) NHPR staff regularly participates in training programs designed to acquire skills that could qualify them for higher level positions.

*(b)(v) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that you must report all complaints, regardless of their status or disposition.*

NHPR does not have any pending or resolved complaints involving the Station filed during the Station's current license term alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

*(b)(vi) In accordance with section 73.2080(b), from the first day of the Station's current license term (or the date the licensee acquired the Station, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program*

**Director, People and Culture:** As the head of human resources, the Director, People and Culture is responsible for ensuring compliance with EEO policies. She oversees recruitment for each position with the exception of the Chief Executive Officer, whose recruitment and hiring was managed by NHPR's board. She worked with the executive recruiter to ensure that the search for the Chief Executive Officer was in compliance with EEO policies. The Director, People and Culture works with the Human Resources Associate to select and implement recruitment initiatives. Relevant responsibilities include ensuring that all full-time openings are posted and advertised consistent with FCC EEO guidelines, overseeing fellowship and internship programs, and coordinating participation in some job fairs.

**Human Resources Associate:** The Human Resources Associate works with the Director, People and Culture to ensure compliance with EEO policies and is responsible for much of the implementation of EEO policies. Her responsibilities with respect to EEO compliance include organizing the internship program; listing upper-level job openings in job banks or newsletters of media trade groups with a

broad-based membership; coordinating the Unit's participation in scholarship programs directed to students who want to pursue a career in broadcasting; and coordinating NHPR's participation in some job fairs.

**Hiring managers (director and manager level):** Hiring managers actively participate in recruitment efforts, including attending job fairs and supervising/training interns and fellows. Staff primarily responsible for these efforts include the Managing Editor, News; News Director; Executive Producer, The Exchange/Program Director; Sr. Producer, The Exchange; and Executive Producer, Creative Production Unit.

**Chief Financial Officer:** The CFO has overall responsibility for compliance, ensuring that NHPR's Annual EEO Public File report is posted when and where required.

**Communication about EEO-related initiatives:**

The Director, People and Culture and the Human Resources Associate communicate with staff about the outreach initiatives the Unit undertakes, including the scholarship programs, job fairs, internship program, fellowship program, and listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership. The Human Resources Associate communicates to staff about scholarship program participation via email and by making printed information available at the Unit, and about on-air publicity to programming staff. Other initiatives, such as the internship and fellowship program, are communicated in staff meetings and via emailed staff announcements.

NHPR communicates its commitment to the principles of EEO to applicants by including the following statement in every job posting: *New Hampshire Public Radio believes that diversity is important to our success. We are committed to equal employment opportunity and all qualified applicants will receive consideration for employment without regard to race, color, national origin, sexual orientation, gender identity, gender expression, age, religion, veteran status, disability or any other characteristic protected by law.* In addition, we widely post and publicize fellowship and internship programs, and actively recruit for them at job fairs.

All employees are provided with a copy of the NHPR's Employee Handbook, which includes nondiscrimination and anti-harassment policies, and NHPR's anti-racism policy.

*(b)(vii) In accordance with section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee acquired the Station, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.*

**Effectiveness of fellowship and internship programs:** NHPR interviews all interns and fellows at the end of their training/employment to assess their learning and development during their terms. Specifically we aim to understand how this training has prepared them for further work in public media and whether they have been inspired to continue working in public media. We use the feedback to improve the effectiveness of these programs. For example, as a result of one such interview with a fellow we created a development checklist that has been used for subsequent fellowships. One measure of success we look at is how many of our interns and fellows continue on to work in public media. NHPR has hired several fellows and interns as regular employees and a high percentage have gone on to start careers in public media.

**Staffing:** NHPR compares the diversity of our staff to the diversity of our state.

**Recruitment:** We look at the effectiveness of recruiting sources and identify new ones if we find that we are not attracting qualified diverse applicants. NHPR has made a commitment to ensure that there is at least one qualified diverse candidate in the pool of candidates considered for every open position.

*(b)(viii) As required by section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee acquired the Station, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.*

NHPR manages pay levels, compensation, and benefits for positions within the Unit and ensures all employees regardless of race, color, religion, national origin, or sex have equal opportunities for and access to pay increases, promotions, or job openings. There are no union contracts or union agreements within the Unit.

**Pay equity:** NHPR contracted with consultants (Livingston Associates and Wilson Group) to conduct a salary survey of comparable radio stations and build an equitable salary structure. The consultant facilitated the process of placing all of our positions in salary grades/levels based on current market data. The new salary structure was implemented in September 2018 and adjustments were made to employee salaries in the interest of ensuring fair and competitive salaries. In early 2021, NHPR began the process of working with a consultant (Wilson Group) to conduct another salary survey and update the salary structure.

**Benefits:** All full-time employees below CEO level are entitled to the same benefits. Part-time employee benefits are dependent on the number of hours worked, and consistent across the organization. NHPR reviews benefits on an annual basis.

**Selection:** In 2020, NHPR adopted a bias-free interviewing process. It is based on the principles that (1) every candidate is treated the same in every part of the hiring process, (2) the selection process is based on documented, essential job requirements, and (3) interviewers ask only job-related questions. All hiring managers and interviewers are required to go through training on this process.

*(b)(ix) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.*

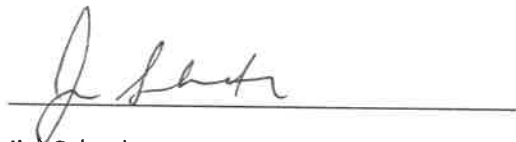
Not applicable.

### Question 3 – Time Brokerage

Not applicable.

If any further information is required to complete this audit of NHPR's EEO program, please contact me by phone at (603) 228-8910 or by email at [jschachter@nhpr.org](mailto:jschachter@nhpr.org).

I certify under the penalty of perjury that the following information is accurate and complete, to the best of my knowledge, based on information provided to me by NHPR management.

A handwritten signature in cursive script, appearing to read "J. Schachter", is written over a horizontal line.

Jim Schachter

*President and CEO*

*New Hampshire Public Radio, Incorporated*