

**New Hampshire Public Radio, Inc.**  
2018 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:** 12/2/2017 – 12/1/2018  
**No. of Full-time Employees:** More than 10  
**Small Market Exemption:** No

During the Reporting Period, a total of Thirteen (13) 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 to acquire skills needed for broadcast employment.*
  - a) Between December 2, 2017 and December 1, 2018, NHPR hosted seven interns. The interns learned about different aspects of NHPR's operations, including news reporting and show production. Staff organized a series of lunch and learn sessions for the summer interns on the following topics: computer-assisted reporting, building a beat, finding sources and group edits.
- 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 (3/22/18). The Program Manager attended this job fair and reviewed resumes with the Director, People and Culture.
  - b) The Director, People and Culture participated in two virtual career fairs hosted by the New Hampshire Association of Broadcasters (March 19-23, 2018 and Sept 10-14, 2018).
  - c) NHPR participated in a Spring Career and Internship Fair at Manchester Community College (04/03/2018). The Director of Content Innovation & Audience Development attended the job fair and reviewed resumes with the Director of People and Culture.
  - d) NHPR participated in a Career and Internship Fair at St. Anselm College (10/17/18). The Director of People and Culture and the HR Associate attended this fair.
- 4) *Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of 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) Executive Producer, Creative Production Unit – Public Media Business Association, Current
  - b) Director of Major Gifts & Planned Giving – Greater Public, Current
  - c) Director of Corporate Support - Greater Public, Current
  - d) Chief Operating Officer – Media Financial Management Association, Current
  - e) 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 2018. Three previous fellows were hired as a regular, full time employee after their fellowships. NHPR developed a second fellowship for entry level individuals in 2018 and the first fellow is due to start in January 2019.
  - b) Two senior Programming staff members attended the Public Radio Content Innovation Conference in Austin, TX (August 2018).
  - c) Three reporters, three producers, three hosts and the Director of Content Innovation and Audience Development attended the Third Coast International Audio Festival in Chicago, IL (October 4-6, 2018).
  - d) Our Program Manager, VP Development & Marketing, Director of Communications & Marketing, Director of Corporate Support and Interim Executive Director attended the Public Radio Super-Regional Meeting in Atlanta, GA. (September 24-26, 2018).
  - e) An Executive Producer and two hosts attended the Sound Education Conference hosted by the Ministry of Ideas at Harvard University, Cambridge, MA (Nov 2-3, 2018).
  - f) Two producer/hosts attended the New Hampshire Council on Social Studies in Manchester, NH on October 31, 2018, as well as the National Council for the Social Studies in Chicago, IL (November 30-December 2, 2018).

- g) A producer attended the Immersive Audio Workshop by Monson Arts, Monson, ME (September 2-5).
- h) The Program Manager, Executive Producer, three hosts and four producers participated in web training with NPR's Mark Memmott on "Ethics and Fact Checking" (January 2018).
- i) News and Programming staff attended on-site Group Edit Training with *This American Life's* Ben Calhoun (March 2018)
- j) News and Programming staff attended on-site Multicam Training to learn to use new equipment (April 2018).
- k) The Production Manager, who manages our archives, attended the New England Archivists Annual Conference in New Haven, CT (March 22-24, 2018).
- l) The Archive Assistant attended the New Hampshire Archives Group fall meeting, "Sharing New Hampshire with the World" in Durham, NH (October 10, 2018).
- m) Production and Archive staff participated in several webinars including "Concepts in Digital Preservation" by the Northeast Document Conservation Center (November 2018)
- n) Our Production Manager attended PRX's "Podcasting 101" in Boston, MA (September 2018).
- o) Our Digital Director, Digital Engagement Producer and Investigative Data Reporter/Editor attended the Online News Association Conference in Austin, TX. (September 13-15, 2018).
- p) Our News Director and Managing Editor attended the Public Radio News Directors Conference (PRNDI) in Philadelphia, PA (June 20-23, 2018).
- q) Our Managing Editor participated in an NPR Editing Workshop (May 2018).
- r) Two News staff attended the Investigative Reporters & Editors (IRE) Watchdog Workshop in Boston, MA (October 21, 2018).
- s) Membership and Planned Giving staff participated in Luminate Training by Firefly Partners (October 2018).
- t) Our VP, Development & Marketing attended BBCON 2018 "Where Technology and Social Good Meet" in Orlando, FL (October 9-11, 2018).
- u) Our VP, Development & Marketing and Director, Major & Planned Gifts attended the Planned Giving Seminar organized by the NH and VT Council of Charitable Gift Planners in West Lebanon, NH (September 27, 2018).
- v) The VP, Development & Marketing attended the NH and VT Council of Charitable Gift Planners Conference and Annual Meeting in Fairlee, VT (June 2018).
- w) Our Chief Operating Officer, VP of Development & Marketing and Director, Major & Planned Gifts, attended Greater Public's, Public Media Development & Marketing Conference in Chicago, IL (July 11-13, 2018).
- x) Our VP, Development & Marketing and Corporate Sales Representatives attended the New Hampshire Center for Non-profit's Leadership Summit in Concord, NH (September 21, 2018).
- y) Development staff participated in numerous webinars including "Post Campaign Reporting" (July 2018) and "DonorCentrics Collaborative Benchmarking" (March 2018) and The Communications Network's "Visual Literacy" (September 2018).

- z) Our Director, Communications & Marketing attended the “Strategic Storytelling for Good” seminar in Manchester, NH through the New Hampshire Center for Nonprofits (September 6, 2018).
- aa) Our Director, Communications & Marketing attended “How to Keep Brands Relevant in a Changing Environment” – PRSA Yankee Chapter meeting, Concord, NH (November 1, 2018).
- bb) Our Director, Communications & Marketing participated in a number of webinars including “Harnessing Pop Culture for Social Change” and “Battling Misinformation” by The Communications Network (February and April 2018), and “Radio Storytelling” with NPR’s David Green (January 2018).
- cc) The Communications & Marketing Coordinator attended a number of webinars including PMDMC’s “Major Donor Offers Through Storytelling” (August 2018), NPR’s “October Station Analytics” (October 2018) and NPR’s “Digital News Updates on Social” (November 2018).
- dd) The Traffic Manager attended the Marketron Symposium in Philadelphia, PA (August 7-9, 2018).
- ee) Our Underwriting Team participated in a number of webinars including several given by Greater Public such as “Latest Digital Trends” (March 2018), “Key Message Points for Underwriting” (August 2018) and a “Client Service and Cultivation Idea Share” (November 2018).
- ff) Our Director of Finance and Chief Operating Officer attended the Public Media Business Association Conference in Long Beach, CA (May 29-June 1, 2018).
- gg) The Director, People & Culture and the Human Resources Associate attended the Annual Employment Law Update presented by New England Employee Benefits (February 1, 2018).
- hh) The Human Resources Associate attended the “Building Inclusion in Today’s Organizations” workshop organized by the Diversity Workforce Coalition (April 12, 2018).
- ii) The Human Resources Associate attended the “Thirtieth Annual Employment Law Review and Update” by Sheehan and Phinney Law Firm in Windham, MA (May 24, 2018).
- jj) NHPR brought in NPR Vice President of Newsroom Training and Diversity Keith Woods to conduct on-site diversity training for both content and administrative staff (May 15-16, 2018).
- kk) NHPR offered on-site training to managers and hosts conducted by consultants from Hess-Gehris Solutions in the following areas: Advanced Listening Skills and Techniques for Communication; Conflict Management Skills; Dealing with Disruptive Behavior in the Workplace; Giving Good Feedback/Taking Feedback Well; Having Constructive Conversations/Preparing for and Participating in Constructive Conversations; and Motivating a Cross-Generational Workforce.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE                                    | RECRUITMENT SOURCE REFERRING HIRER |
|--------------|--|------------------------------------|
| 12/11/17     | Producer/Reporter, Creative Production Unit  | AIR Listserv                       |
| 01/29/18     | Executive Producer, Creative Production Unit | Executive Recruiter                |
| 01/30/18     | Reporter, General Assignment/Demographics    | NHPR Website                       |
| 02/26/18     | Director, Major Gifts & Planned Giving       | Executive Recruiter                |
| 03/19/18     | Director of Corporate Support                | LinkedIn                           |
| 04/30/18     | Chief Operating Officer                      | Executive Recruiter                |
| 05/14/18     | Major Gifts Officer                          | Executive Recruiter                |
| 06/19/18     | Communications & Marketing Coordinator       | Indeed                             |
| 06/25/18     | Director of Technology                       | NHPR Website                       |
| 7/23/18      | Staff Accountant                             | Indeed                             |
| 08/13/18     | Reporter, Southern New Hampshire             | Employee Referral                  |
| 11/13/18     | Development Assistant – Gift Processing      | Indeed                             |
| 11/30/18     | Senior Producer, Podcasts & Special Projects | Employee Referral                  |

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 82

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| NHPR.org   | 8  |
| Journalism Jobs  | 1  |
| Corporation for Public Broadcasting                                | 5  |
| LinkedIn   | 1  |
| Indeed.com   | 16   |
| Executive Recruiter  | 23   |
| Facebook   | 2  |
| Twitter  | 3  |
| AIR  | 5  |
| Association of Fundraising Professionals (AFP)                     | 1  |
| Referral   | 14   |
| Current  | 1  |
| LinkUp   | 1  |
| PRSA   | 1  |

## RECRUITING SOURCES USED

Job Title: Producer/Reporter, Creative Production Unit

Date of Hire: 12/11/17

| REFERRAL SOURCE     | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE   | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                      |
|---------------------|---|---|--|--|
| AIR                 | N | 1452 Dorchester Ave.<br>#201<br>Dorchester, MA 02122<br><a href="http://airmedia.org/">http://airmedia.org/</a>                   | n/a  | <a href="http://airmedia.org/">http://airmedia.org/</a>                    |
| New Hampshire Works | N | 45 South Fruit Street<br>Concord NH 03301<br><a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a> | n/a  | 603-224-3311<br><a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a> |
| Current             | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland<br>20912<br><a href="https://current.org">https://current.org</a>      | <a href="mailto:clientserv@yourmemberships.com">clientserv@yourmemberships.com</a> | 860-437-5700   |

|   |   |   |              |  |
|---|---|---|--------------|--|
| Journalism Jobs                           | N | www.journalismjobs.com  | n/a          | <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a><br>510-508-7386 |
| Poynter Institute                         | N | 801 Third Street South<br>St. Petersburg, FL 33701<br><a href="http://careers.poynter.org">http://careers.poynter.org</a> | n/a          | 732-659-6410   |
| LinkedIn                                  | N | LinkedIn.com  | n/a          | LinkedIn.com/jobs  |
| NHPR.org                                  | N | 2 Pillsbury Street, 6 <sup>th</sup><br>floor<br>Concord, NH 03301   | Kelly Mahony | 603-228-8910<br>kmahony@nhpr.org   |
| Corporation for<br>Public<br>Broadcasting | N | 401 Ninth Avenue, NW<br>Washington, DC<br>20004-2129<br>Cpb.org   | n/a          | 202-879-9600   |

Job Title: Executive Producer, Creative Production Unit

Date of Hire: 1/29/18

| REFERRAL SOURCE                                 | * | ADDRESS OF SOURCE   | CONTACT PERSON<br>AT SOURCE    | TEL. NO. AND E-MAIL<br>ADDRESS OF SOURCE  |
|---|---|---|--------------------------------|---|
| Indeed.com                                      | N | Indeed.com  | n/a                            | <a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.com/support/contact?zlang=</a> |
| New Hampshire<br>Works                          | N | 45 South Fruit Street<br>Concord NH 03301<br><a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a> | n/a                            | 603-224-3311<br>esinfo@nhes.nh.gov  |
| Journalism Jobs                                 | N | www.journalismjobs.com  | n/a                            | <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a><br>510-508-7386                      |
| Executive<br>Recruiter/Stanton<br>Chase         | N | 101 Federal Street,<br>Boston MA 02110<br>Stantonchase.com  | Melissa Petersen/<br>Lyn Cason | 617-988-2887<br><a href="mailto:m.petersen@stantonchase.com">m.petersen@stantonchase.com</a>              |
| Current   | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland<br>20912<br><a href="https://current.org">https://current.org</a>      | clientserv@yourmembership.com  | 860-437-5700  |
| LinkedIn  | N | LinkedIn.com  | n/a                            | LinkedIn.com/jobs   |
| New Hampshire<br>Association of<br>Broadcasters | N | 707 Chestnut St<br>Manchester, NH 03104<br>NHAB.org   | Tracy Caruso                   | 603-627-9600<br>Tracy@nhab.org  |
| Public Media<br>Business                        | N | 7918 Jones Branch<br>Drive, Suite 300   | n/a                            | <a href="mailto:info@pmbaonline.org">info@pmbaonline.org</a><br>703-506-3292                              |

|                                     |   |  |              |                                  |
|-------------------------------------|---|--|--------------|----------------------------------|
| Association                         |   | McLean, VA 22102<br>www.pmba.org   |              |                                  |
| Poynter Institute                   | N | 801 Third Street South<br>St. Petersburg, FL 33701<br>http://careers.poynter.org | n/a          | 732-659-6410                     |
| SimplyHired                         | N | Simplyhired.com  | n/a          | Simplyhired.com                  |
| Hot Pod Media                       | N | Hotpodmedia.org  | n/a          | Hotpodmedia.org                  |
| NHPR.org                            | N | 2 Pillsbury St, 6 <sup>th</sup> floor<br>Concord, NH 03301                       | Kelly Mahony | 603-228-8910<br>kmahony@nhpr.org |
| Corporation for Public Broadcasting | N | 401 Ninth Avenue, NW<br>Washington, DC<br>20004-2129<br>Cpb.org                  | n/a          | 202-879-9600                     |

Job Title of Position: Reporter, General Assignment/Demographics Date of Hire: 1/30/18

| REFERRAL SOURCE                           | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|---|---|---|--------------------------|--|
| LinkedIn                                  | N | LinkedIn.com  | n/a                      | LinkedIn.com/jobs  |
| NHPR.org                                  | N | 2 Pillsbury St., 6 <sup>th</sup> floor<br>Concord, NH 03301           | Kelly Mahony             | 603-228-8910<br>kmahony@nhpr.org   |
| Corporation for Public Broadcasting       | N | 401 Ninth Avenue, NW<br>Washington, DC<br>20004-2129<br>Cpb.org       | n/a                      | 202-879-9600   |
| Journalism Jobs                           | N | www.journalismjobs.com  | n/a                      | <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a><br>510-508-7386 |
| National Association of Black Journalists | N | 1100 Knight Hall, Suite<br>3100<br>College Park, MD 20742<br>Nabj.org | n/a                      | <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a><br>626-792-3846       |

Job Title: Director Major Gifts & Planned Giving

Date of Hire: 2/26/18

| REFERRAL SOURCE                      | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE   | TEL. NO. AND E-MAIL ADDRESS OF SOURCE   |
|--------------------------------------|---|---|--|---|
| New Hampshire Center for Non-profits | N | 84 Silk Farm Road, Suite 1<br>Concord, NH 03301<br><a href="http://www.nhnonprofits.org">www.nhnonprofits.org</a>                 | n/a  | 603-225-1947  |
| New Hampshire Works                  | N | 45 South Fruit Street<br>Concord NH 03301<br><a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a> | n/a  | 603-224-3311<br><a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a>                                |
| Greater Public                       | N | 401 North 3rd Street,<br>Suite 370<br>Minneapolis, MN 55401<br><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<br>Washington, DC 20004-2129<br><a href="http://Cpb.org">Cpb.org</a>   | n/a  | 202-879-9600  |
| AFP National                         | N | 4300 Wilson Blvd. Ste 300,<br>Arlington, VA 22203   | n/a  | <a href="https://afpglobal.org/">https://afpglobal.org/</a>   |
| AFP Northern New England             | N | 1465 Woodbury Avenue,<br>#827<br>Portsmouth, NH 03801<br><a href="http://www.afp-nne.org/">www.afp-nne.org/</a>                   | Chapter Administrator  | 603-319-4039<br><a href="mailto:admin@afp-nne.org">admin@afp-nne.org</a>                                  |
| Chronicle of Philanthropy            | N | 1255 Twenty-Third St.,<br>N.W.<br>Washington, D.C. 20037<br><a href="http://www.philanthropy.com">www.philanthropy.com</a>        | n/a  | 202-466-1200<br><a href="mailto:jobs@philanthropy.com">jobs@philanthropy.com</a>                          |
| Current                              | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland 20912<br><a href="https://current.org">https://current.org</a>         | <a href="mailto:clientserv@yourmembership.com">clientserv@yourmembership.com</a> | 860-437-5700  |
| Hispanic Outlook                     | N | 229 Market Street Ste 145,<br>Saddle Brook, NJ 07663  | n/a  | <a href="https://hispanicoutlookjobs.com/">https://hispanicoutlookjobs.com/</a>                           |
| Public Media Women in Leadership     | N | <a href="https://www.facebook.com/groups/1558435007731899/">https://www.facebook.com/groups/1558435007731899/</a>                 | n/a  | <a href="mailto:pmwomeninleadership@gmail.com">pmwomeninleadership@gmail.com</a>                          |

|  |   |   |              |  |
|--|---|---|--------------|--|
| Facebook page                              |   |   |              |  |
| NHPR.org                                   | N | 2 Pillsbury St., 6 <sup>th</sup> floor<br>Concord, NH 03301 | Kelly Mahony | 603-228-8910<br>kmahony@nhpr.org                           |
| Executive Recruiter/Lois Lindauer Searches | N | 420 Boylston St. Ste. 604, Boston, MA 02116                 | Zena Lum     | <a href="mailto:zlum@lsearches.com">zlum@lsearches.com</a> |

Job Title: Director of Corporate Support

Date of Hire: 3/19/18

| 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<br>Concord NH 03301<br><a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a> | n/a                            | 603-224-3311<br>esinfo@nhes.nh.gov  |
| New Hampshire Center for Non-profits | N | 84 Silk Farm Road, Suite 1<br>Concord, NH 03301<br>www.nhnonprofits.org   | n/a                            | 603-225-1947  |
| Indeed.com                           | N | Indeed.com  | n/a                            | <a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.com/support/contact?zlang=</a> |
| Corporation for Public Broadcasting  | N | 401 Ninth Avenue, NW<br>Washington, DC 20004-2129<br>Cpb.org  | n/a                            | 202-879-9600  |
| Current                              | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland 20912<br><a href="https://current.org">https://current.org</a>         | clientserv@yourmemberships.com | 860-437-5700  |
| Greater Public                       | N | 401 North 3rd Street,<br>Suite 370<br>Minneapolis, MN 55401<br><a href="http://Greaterpublic.org">http://Greaterpublic.org</a>    | n/a                            | 800-454-2314  |
| Seacoast Online                      | N | <a href="http://www.seacoastonline.com/jobs">http://www.seacoastonline.com/jobs</a>   | n/a                            | <a href="http://www.seacoastonline.com/jobs">http://www.seacoastonline.com/jobs</a>                       |
| AFP Northern New England             | N | 1465 Woodbury Avenue,<br>#827<br>Portsmouth, NH 03801<br>www.afp-nne.org/   | Chapter Administrator          | 603-319-4039<br>admin@afp-nne.org   |
| NHPR.org                             | N | 2 Pillsbury St., 6 <sup>th</sup> floor  | Kelly Mahony                   | 603-228-8910  |

|          |   |                   |     |                   |
|----------|---|-------------------|-----|-------------------|
|          |   | Concord, NH 03301 |     | kmahony@nhpr.org  |
| LinkedIn | N | LinkedIn.com      | n/a | LinkedIn.com/jobs |

Job Title: Chief Operating Officer

Date of Hire: 4/30/18

| REFERRAL SOURCE                        | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE       | TEL. NO. AND E-MAIL ADDRESS OF SOURCE                                     |
|--|---|--|--------------------------------|---|
| Current                                | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland<br>20912<br><a href="https://current.org">https://current.org</a> | clientserv@yourmemberships.com | 860-437-5700  |
| NHPR.org                               | N | 2 Pillsbury St., 6 <sup>th</sup> floor<br>Concord, NH 03301  | Kelly Mahony                   | 603-228-8910<br>kmahony@nhpr.org  |
| Media Financial Management Association | N | 550 W. Frontage Rd Ste.<br>3600, Northfield, IL<br>60093   | n/a                            | <a href="https://www.mediafinance.org/">https://www.mediafinance.org/</a> |
| Executive Recruiter/Stanton Chase      | N | 101 Federal Street,<br>Boston MA 02110<br>Stantonchase.com   | Melissa Petersen/<br>Lyn Cason | 617-988-2887<br>m.petersen@stantonchase.com                               |

Job Title: Major Gifts Officer

Date of Hire: 5/14/18

| REFERRAL SOURCE                          | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE   |
|--|---|---|--------------------------|---|
| New Hampshire Center for Non-profits     | N | 84 Silk Farm Road, Suite<br>1<br>Concord, NH 03301<br><a href="http://www.nhnonprofits.org">www.nhnonprofits.org</a>              | n/a                      | 603-225-1947  |
| New Hampshire Works                      | N | 45 South Fruit Street<br>Concord NH 03301<br><a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a> | n/a                      | 603-224-3311<br>esinfo@nhes.nh.gov  |
| AFP Massachusetts, Western Massachusetts | N | 104 Brookline Avenue<br>West Springfield, MA<br>01089   | n/a                      | <a href="https://community.afpglobal.org/home">https://community.afpglobal.org/home</a> |
| AFP                                      | N | 465 Waverley Oaks   | n/a                      | 781-894-3140  |

|   |   |  |                            |   |
|---|---|--|----------------------------|---|
| Massachusetts                               |   | Road, Suite 421<br>Waltham, MA 02452<br>www.afpmass.org  |                            | <a href="mailto:clientserv@yourmembers.com">clientserv@yourmembers.com</a>                                    |
| NHPR.org                                    | N | 2 Pillsbury St., 6 <sup>th</sup> floor<br>Concord, NH 03301  | Kelly Mahony               | 603-228-8910<br>kmahony@nhpr.org  |
| 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>                       |
| Corporation for Public Broadcasting         | N | 401 Ninth Avenue, NW<br>Washington, DC<br>20004-2129<br>Cpb.org  | n/a                        | 202-879-9600  |
| The Chronicle of Philanthropy               | N | 1255 23 <sup>rd</sup> St. NW,<br>Washington, DC 20037  | n/a                        | <a href="https://careers.philanthropy.com/careers">https://careers.philanthropy.com/careers</a>               |
| Current                                     | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland<br>20912<br><a href="https://current.org">https://current.org</a>   | clientserv@yourmembers.com | 860-437-5700  |
| MA Non-Profit Network                       | N | 89 South Street, Ste 603,<br>Boston, MA 02111  | n/a                        | Massnonprofitnet.org  |
| Lois Lindauer Searches                      | N | 420 Boylston St. Ste.<br>604, Boston, MA 02116   | Zena Lum                   | <a href="mailto:zlum@l11searches.com">zlum@l11searches.com</a>  |
| Greater Public                              | N | 401 North 3rd Street,<br>Suite 370<br>Minneapolis, MN 55401<br><a href="http://Greaterpublic.org">http://Greaterpublic.org</a> | n/a                        | 800-454-2314  |
| AFP Northern New England                    | N | 1465 Woodbury Avenue,<br>#827<br>Portsmouth, NH 03801<br><a href="http://www.afp-nne.org/">www.afp-nne.org/</a>                | Chapter Administrator      | 603-319-4039<br>admin@afp-nne.org   |
| NH & VT Council of Charitable Gift Planners | N | PO Box 974, Hanover,<br>NH 03755   | n/a                        | <a href="https://nhvtgiftplanners.org/">https://nhvtgiftplanners.org/</a>                                     |
| Women in Philanthropy                       | N | PO Box 224,<br>Northampton, MA<br>01061  | n/a                        | <a href="https://wipowm.wildapricot.org/">https://wipowm.wildapricot.org/</a>                                 |
| LinkedIn                                    | N | LinkedIn.com   | n/a                        | LinkedIn.com/jobs   |
| Philanthropy News Digest                    | N | 32 Old Slip, 24 <sup>th</sup> Fl, New<br>York, NY 10005  | n/a                        | 212-620-4230<br><a href="https://philanthropynewsdigest.org/jobs">https://philanthropynewsdigest.org/jobs</a> |
| Women in Development of Greater Boston      | N | 22 Bates Road, Suite 224<br>Mashpee, MA 02649<br><a href="https://widgb.org/">https://widgb.org/</a>                           | n/a                        | 617-489-6777  |

Job Title: Reporter, Southern New Hampshire

Date of Hire: 8/13/18

| REFERRAL SOURCE                          | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE          | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|--|---|--|-----------------------------------|--|
| Corporation for Public Broadcasting      | N | 401 Ninth Avenue, NW<br>Washington, DC<br>20004-2129<br>Cpb.org  | n/a                               | 202-879-9600   |
| Current                                  | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland<br>20912<br><a href="https://current.org">https://current.org</a> | clientserv@yourmembersh<br>ip.com | 860-437-5700   |
| NHPR Facebook                            | N | 2 Pillsbury Street, 6 <sup>th</sup><br>floor<br>Concord, NH 03301<br>Nhpr.org  | Rebecca Lavoie                    | <a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a><br>603-228-8910               |
| NHPR.org                                 | N | 2 Pillsbury Street, 6 <sup>th</sup><br>floor<br>Concord, NH 03301  | Kelly Mahony                      | 603-228-8910<br><a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a>               |
| Hot Pod Media                            | N | Hotpodmedia.org  | n/a                               | Hotpodmedia.org  |
| 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><br>510-508-7386 |
| Poynter Institute                        | N | 801 Third Street South<br>St. Petersburg, FL 33701<br><a href="http://careers.poynter.org">http://careers.poynter.org</a>    | n/a                               | 732-659-6410   |
| Public Radio News Directors Incorporated | N | <a href="http://www.prndi.org">www.prndi.org</a>   | n/a                               | <a href="mailto:cpaigediers@gmail.com">cpaigediers@gmail.com</a>                     |

Job Title: Director of Technology

Date of Hire: 6/25/18

| REFERRAL SOURCE | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE              | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-----------------|---|---|---------------------------------------|---------------------------------------|
| Current         | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland<br>20912 | clientserv@yourme<br>mbersh<br>ip.com | 860-437-5700                          |

|                                      |   |   |                                |  |
|--------------------------------------|---|---|--------------------------------|--|
|                                      |   | <a href="https://current.org">https://current.org</a>                         |                                |  |
| NHPR.org                             | N | 2 Pillsbury St., 6 <sup>th</sup> floor<br>Concord, NH 03301                   | Kelly Mahony                   | 603-228-8910<br><a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a> |
| Executive Search/<br>Stanton Chase   | N | 101 Federal Street,<br>Boston MA 02110<br>Stantonchase.com                    | Melissa Petersen/<br>Lyn Cason | 617-988-2887<br>m.petersen@stantonc<br>hase.com                        |
| Society of<br>Broadcast<br>Engineers | N | 9102 North Meridian<br>Street, Suite 150<br>Indianapolis, IN 46260<br>Sbe.org | K. Jones                       | <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>                     |

Job Title: Communications & Marketing Coordinator

Date of Hire: 6/19/18

| REFERRAL SOURCE                             | * | ADDRESS OF SOURCE   | CONTACT PERSON<br>AT SOURCE | TEL. NO. AND E-MAIL<br>ADDRESS OF SOURCE   |
|---|---|---|-----------------------------|--|
| New Hampshire<br>Works                      | N | 45 South Fruit Street<br>Concord NH 03301<br><a href="http://www.nhworksjobmatch.n&lt;br/&gt;hes.nh.gov">www.nhworksjobmatch.n<br/>hes.nh.gov</a> | n/a                         | 603-224-3311<br><a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a>   |
| NHPR.org                                    | N | 2 Pillsbury St., 6th floor<br>Concord, NH 03301   | Kelly Mahony                | 603-228-8910<br><a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a>   |
| Indeed.com                                  | N | Indeed.com  | n/a                         | <a "="" href="https://www.indeed.c&lt;br/&gt;om/support/contact?z&lt;br/&gt;lang=">https://www.indeed.c<br/>om/support/contact?z<br/>lang=</a> |
| Corporation for<br>Public<br>Broadcasting   | N | 401 Ninth Avenue, NW<br>Washington, DC<br>20004-2129<br>Cpb.org   | n/a                         | 202-879-9600   |
| PRSA  | N | 120 Wall Street, 21 <sup>st</sup> Fl,<br>New York, NY 10005   | n/a                         | <a href="https://jobs.prsa.org/j&lt;br/&gt;obs/">https://jobs.prsa.org/j<br/>obs/</a>  |
| New Hampshire<br>Center for Non-<br>profits | N | 84 Silk Farm Road, Suite<br>1<br>Concord, NH 03301<br><a href="http://www.nhnonprofits.org">www.nhnonprofits.org</a>                              | n/a                         | 603-225-1947   |

Job Title: Staff Accountant

Date of Hire: 7/23/18

| REFERRAL SOURCE        | * | ADDRESS OF SOURCE                         | CONTACT PERSON<br>AT SOURCE | TEL. NO. AND E-MAIL<br>ADDRESS OF SOURCE                                   |
|------------------------|---|---|-----------------------------|--|
| New Hampshire<br>Works | N | 45 South Fruit Street<br>Concord NH 03301 | n/a                         | 603-224-3311<br><a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a> |

|   |   |  |                |   |
|---|---|--|----------------|---|
|   |   | www.nhworksjobmatch.n<br>hes.nh.gov  |                |   |
| NHPR.org                                    | N | 2 Pillsbury St., 6th floor<br>Concord, NH 03301                            | Kelly Mahony   | 603-228-8910<br><a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a>  |
| New Hampshire<br>Center for Non-<br>profits | N | 84 Silk Farm Road, Suite<br>1<br>Concord, NH 03301<br>www.nhnonprofits.org | n/a            | 603-225-1947  |
| Indeed.com                                  | N | Indeed.com   | n/a            | <a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.c<br/>om/support/contact?z<br/>lang=</a> |
| NHPR Facebook                               | N | 2 Pillsbury Street<br>Concord, NH 03301<br>Nhpr.org                        | Rebecca Lavoie | <a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a><br>603-228-8910  |

Job Title: Development Assistant - Gift Processing

Date of Hire: 11/13/18

| REFERRAL SOURCE                             | * | ADDRESS OF SOURCE  | CONTACT PERSON<br>AT SOURCE | TEL. NO. AND E-MAIL<br>ADDRESS OF SOURCE  |
|---|---|--|-----------------------------|---|
| New Hampshire<br>Works                      | N | 45 South Fruit Street<br>Concord NH 03301<br>www.nhworksjobmatch.n<br>hes.nh.gov | n/a                         | 603-224-3311<br><a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a>  |
| New Hampshire<br>Center for Non-<br>profits | N | 84 Silk Farm Road, Suite<br>1<br>Concord, NH 03301<br>www.nhnonprofits.org       | n/a                         | 603-225-1947  |
| Indeed.com                                  | N | Indeed.com   | n/a                         | <a href="https://www.indeed.com/support/contact?zlang=">https://www.indeed.c<br/>om/support/contact?z<br/>lang=</a> |
| NHPR.org                                    | N | 2 Pillsbury St., 6th floor<br>Concord, NH 03301                                  | Kelly Mahony                | 603-228-8910<br><a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a>  |
| AFP Northern<br>New England                 | N | 1465 Woodbury Avenue,<br>#827<br>Portsmouth, NH 03801<br>www.afp-nne.org/        | Chapter<br>Administrator    | 603-319-4039<br><a href="mailto:admin@afp-nne.org">admin@afp-nne.org</a>  |

Job Title: Senior Producer, Podcasts & Special Projects

Date of Hire: 11/30/18

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON<br>AT SOURCE | TEL. NO. AND E-MAIL<br>ADDRESS OF SOURCE |
|-----------------|---|-------------------|-----------------------------|--|
|-----------------|---|-------------------|-----------------------------|--|

|  |   |   |                                |  |
|--|---|---|--------------------------------|--|
| Public Radio News Directors Incorporated               | N | www.prndi.org   | n/a                            | cpaigediern@gmail.com  |
| Journalism Jobs  | N | www.journalismjobs.com  | n/a                            | <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a><br>510-508-7386 |
| Current  | N | 6930 Carroll Avenue,<br>Suite 625<br>Takoma Park, Maryland<br>20912<br><a href="https://current.org">https://current.org</a>      | clientserv@yourmemberships.com | 860-437-5700   |
| National Association of Hispanic Journalists           | N | Nahj.org  | n/a                            | 888-281-9066   |
| Poynter Institute                                      | N | 801 Third Street South<br>St. Petersburg, FL 33701<br><a href="http://careers.poynter.org">http://careers.poynter.org</a>         | n/a                            | 732-659-6410   |
| National Lesbian & Gay Journalists Association (nlgja) | N | 2120 L Street NW Ste.<br>850, Washington, DC<br>20037   | n/a                            | <a href="https://www.nlgja.org/">https://www.nlgja.org/</a>                          |
| New Hampshire Works                                    | N | 45 South Fruit Street<br>Concord NH 03301<br><a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a> | n/a                            | 603-224-3311<br><a href="mailto:esinfo@nhes.nh.gov">esinfo@nhes.nh.gov</a>           |
| Public Media Millennials – Slack                       | N | Slack.com   | n/a                            | n/a  |
| NHPR.org   | N | 2 Pillsbury St., 6th floor<br>Concord, NH 03301   | Kelly Mahony                   | 603-228-8910<br><a href="mailto:kmahony@nhpr.org">kmahony@nhpr.org</a>               |
| NHPR Facebook  | N | 2 Pillsbury Street<br>Concord, NH 03301<br>Nhpr.org   | Rebecca Lavoie                 | <a href="mailto:rlavoie@nhpr.org">rlavoie@nhpr.org</a><br>603-228-8910               |
| Native American Journalist Association                 | N | 395 W. Lindsey St.,<br>Norman, OK 73019   | Rebecca Landsberry             | <a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>           |
| Asian American Journalist Association                  | N | 5 Third St. Ste. 1108, San<br>Francisco, CA   | n/a                            | <a href="http://www.aaja.org">www.aaja.org</a>                                       |
| National Association of Black Journalists              | N | 1100 Knight Hall, Suite<br>3100<br>College Park, MD 20742<br>Nabj.org   | n/a                            | <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a><br>626-792-3846       |

|                                     |   |   |     |   |
|-------------------------------------|---|---|-----|---|
| LinkedIn                            | N | LinkedIn.com  | n/a | LinkedIn.com/jobs                                       |
| Corporation for Public Broadcasting | N | 401 Ninth Avenue, NW<br>Washington, DC<br>20004-2129<br>Cpb.org   | n/a | 202-879-9600  |
| Hot Pod Media                       | N | Hotpodmedia.org   | n/a | Hotpodmedia.org   |
| AIR                                 | N | 1452 Dorchester Ave.<br>#201<br>Dorchester, MA 02122<br><a href="http://airmedia.org/">http://airmedia.org/</a> | n/a | <a href="http://airmedia.org/">http://airmedia.org/</a> |

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