

**New Hampshire Public Radio, Inc.**  
2014 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

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

**Reporting Period:** 11/21/2013 – 12/1/2014  
**No. of Full-time Employees:** More than 10  
**Small Market Exemption:** No

During the Reporting Period, a total of seven (7) 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) *Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*
  - a) Director of Marketing spoke at Social Media for Businesses and Organizations at the University of New Hampshire on October 14, 2014.
  - b) Newscast Producer spoke with a class at the NH Fire Academy Public Information Officer Training Course on October 16, 2014.
  - c) Newscast Producer spoke with students at the Derryfield School about young careers in journalism on November 10, 2014.
  - d) Reporter spoke with students at Plymouth State University Environmental Communication and Outreach class on October 27, 2014.
- 2) *Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*
  - a) Between November 21, 2013 and December 1, 2014, there were 13 interns. The interns worked in a variety of aspects of operations including news reporting, show production, development and digital media. The interns worked an average of 12 hours per week.
- 3) *Participation in scholarship programs directed to students who want to pursue a career in broadcasting.*
  - a) Contributed to and promoted the NH Association of Broadcasters Student Broadcaster Scholarship Program. In addition, the NHPR President & CEO participated in the application evaluation process.

- 4) *Establishment of training or mentoring programs designed to enable employees to acquire skills to qualify for higher-level positions.*
  - a) One (1) employee participated in training at DataSys Corp. on utilizing Microsoft Dynamics in November 2013.
  - b) One (1) employee participated in webinar produced by the Public Media Business Association on Unrelated Business Income (UBIT) on February 20, 2014.
  - c) Two (2) employees attended a seminar sponsored by the NH Center for Non-Profits seminar on Data Visualization in June, 2014.
  - d) One (1) employee attended training by Blackbaud, Inc. on Encouraging Online Sustained Giving on May 5, 2014.
  - e) One (1) employee attended training by Greater Public on Understanding PCI: A Comprehensive Overview for Public Media on June 30, 2014.
  - f) One (1) employee attended training by Blackbaud, Inc. on Simplifying Payment Processing in The Raiser's Edge on November 17, 2014.
  - g) One (1) employee participated in a webinar on How Local Stations Can Use Reddit to Find Story Ideas and New Audiences in May 2014.
  - h) One (1) employee participated in a webinar on How Lean Newsrooms Cover Breaking News, June 2014.
  - i) Three (3) employees participated in digital and social media skills development sponsored by NPR Digital Services in April 2014.
  - j) One (1) employee participated in a webinar on How to Create Audio for Social Media, September 2014.
  - k) One (1) employee attended Planned Giving Training sponsored by the Planned Giving Council of New Hampshire & Vermont on June 6, 2014.
  
- 5) *Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.*
  - a) Career and internship fair at Keene State College on November 21, 2013.
  - b) Career and internship fair at UNH, University of New Hampshire in Durham on March 4, 2014.
  - c) NHCUC, NH College University Council in Manchester on April 2, 2014.
  - d) NHAB Job Fair at Manchester Community College on April 22, 2014.
  
- 6) *Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.*
  - a) One (1) director attended HR law training sessions at the Granite State HR conference on April 25, 2014.
  - b) NHPR Vice President attended a PBMA workshop on Employment Law Updates in May 2014.
  - c) Eight (8) NHPR Managers attended a "Talking Across Differences" workshop by NPR on June 17, 2014.
  - d) Eight (8) NHPR Managers attended an anti-sexual harassment training workshop on June 19, 2014.
  - e) One (1) Director attended HR Law conference sponsored by McLane, Graf, Raulerson and Middleton on April 2, 2014

### Lists of Positions Filled

Key	Date of Hire	Full Time Positions Filled by Job Title	Total Interviewed	Recruitment Source of Interviewees	Recruitment Source of Hired Employee
A	3/1/13	Program Director	4	1, 12, 16	16
B	7/1/13	Membership and Major Gifts Associate	3	1, 3, 23	1
C	8/9/13	Digital Director	5	1, 2, 17	1
D	10/25/13	Digital Journalist	4	1, 2, 5	1
E	10/28/13	Network and Systems Administrator	7	1, 2, 7, 18	2
F	10/28/13	Senior Producer, <i>Word of Mouth</i>	3	1, 5	5
G	11/12/13	Executive Assistant/Office Manager	2	2, 18	2

### Recruitment Sources Used for Full Time Job Openings

Source	*	Address	Number of Interviewees Provided by Source	Full Time Positions for which this source was Utilized
1	Referral	N	5	
2	NH Public Radio	N	5	A, B, C, D, E, F, G
3	NH Center for Nonprofits	N	1	A, B, C, D, E, G
4	NH Association of Broadcasters	N		A, B, D, E, F
5	CPB – Corporation for Public Broadcasting	N	4	A, B, C, D, F
6	NH Sunday News	N		A, B, C, D, E, F, G
7	NH Works	N	1	B, C, D, E, F, G
8	PBMA – Public Broadcaster’s Management Association	N		A, C, D, F
9	PRPD – Public Radio	N		

	Program Directors Association		Hamilton, NY 13346 315-824-8226 <a href="http://www.prpd.org">www.prpd.org</a>		A, C, F
10	Journalismjobs.com	N	Berkeley, CA 510-653-1521 <a href="http://www.journalismjobs.com">www.journalismjobs.com</a>		
11	National Association of Black Journalists	N	Careerservices.nabj.org 1-888-491-8833 Ext. 1005		A
12	Current Newspaper and/or Online	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912 <a href="http://www.current.org">www.current.org</a>	1	A, F,
13	IRE – Investigative Reporters and Editors	N	141 Neff Avenue Missouri School of Journalism Columbia, MO 65211 573-882-2042 <a href="http://www.ire.org/jobs/index.php">http://www.ire.org/jobs/index.php</a>		
14	NHPR Facebook and Twitter	N			A, C, D, E, F
15	Linked In	N	Linkedin.com		E, F
16	Livingston Associates, LLC	N	3000 Chestnut Street, Suite 208 The Mill Centre Baltimore, MD 21211 410-243-1974 <a href="http://www.livingstonassociates.net">www.livingstonassociates.net</a>	2	A
17	Prudence Sinclair	N	<a href="mailto:prudence@prudencesinclair.com">prudence@prudencesinclair.com</a> 617-320-3886	3	C
18	Indeed.com	N	<a href="http://www.indeed.com">www.indeed.com</a>	5	E, F, G
19	Southern New Hampshire University	N	<a href="http://www.myinterface.com/snhu/employer/">www.myinterface.com/snhu/employer/</a>		E
20	Simplyhired.com	N	<a href="http://www.simplyhired.com">www.simplyhired.com</a>		E, G
21	Juju.com	N	<a href="http://www.juju.com">www.juju.com</a>		E, F, G
22	Jobster.com	N	<a href="http://www.jobster.com">www.jobster.com</a>		E, F, G
23	Other – indeed.com	N		1	B
24	Concord Monitor Online	N	<a href="http://Jobs.concordmonitor.com">Jobs.concordmonitor.com</a>		G

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