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

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

### Recruitment Sources Used for Full Time Job Openings

<table>
<thead>
<tr>
<th>Source</th>
<th>*</th>
<th>Address</th>
<th>Number of Interviewees Provided by Source</th>
<th>Full Time Positions for which this source was Utilized</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Referral</td>
<td>N</td>
<td>5</td>
<td></td>
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<tr>
<td>2 NH Public Radio</td>
<td>N</td>
<td>2 Pillsbury St, 6th Floor Concord, NH 03301</td>
<td>5</td>
<td>A, B, C, D, E, F, G</td>
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<tr>
<td>3 NH Center for Nonprofits</td>
<td>N</td>
<td>84 Silk Farm Road, Suite 1 Concord, NH 03301</td>
<td>1</td>
<td>A, B, C, D, E, G</td>
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<tr>
<td>4 NH Association of Broadcasters</td>
<td>N</td>
<td>707 Chestnut St Manchester, NH 03104</td>
<td></td>
<td>A, B, D, E</td>
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<tr>
<td>5 CPB – Corporation for Public Broadcasting</td>
<td>N</td>
<td>401 Ninth Avenue, NW Washington, DC 20004-2129</td>
<td>4</td>
<td>A, B, C, D, F</td>
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<tr>
<td>6 NH Sunday News</td>
<td>N</td>
<td>100 William Loeb Drive P.O. Box 9555</td>
<td></td>
<td>A, B, C, D, E, F, G</td>
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<tr>
<td>7 NH Works</td>
<td>N</td>
<td>NH Employment Security 38 Milford Street</td>
<td></td>
<td>B, C, D, E, F, G</td>
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<tr>
<td>8 PBMA – Public Broadcaster’s Management Association</td>
<td>N</td>
<td>1760 Old Meadow Road, Suite 500 McLean, VA 22102</td>
<td>4</td>
<td>A, C, D, F</td>
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<tr>
<td>9 PRPD – Public Radio</td>
<td>N</td>
<td>38 Milford Street</td>
<td></td>
<td></td>
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<tr>
<td>Organization</td>
<td>Address/Website</td>
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<td>2</td>
<td>3</td>
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<tr>
<td><strong>Program Directors Association</strong></td>
<td>Hamilton, NY 13346 315-824-8226 <a href="http://www.prpd.org">www.prpd.org</a></td>
<td></td>
<td></td>
<td>A, C, F</td>
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<tr>
<td><strong>Journalismjobs.com</strong></td>
<td>Berkeley, CA 510-653-1521 <a href="http://www.journalismjobs.com">www.journalismjobs.com</a></td>
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<tr>
<td><strong>National Association of Black Journalists</strong></td>
<td>Careerservices.nabj.org 1-888-491-8833 Ext. 1005</td>
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<tr>
<td><strong>Current Newspaper and/or Online</strong></td>
<td>6930 Carroll Ave., Suite 350 Takoma Park, MD 20912 <a href="http://www.current.org">www.current.org</a></td>
<td></td>
<td>1</td>
<td>A, F,</td>
</tr>
<tr>
<td><strong>IRE – Investigative Reporters and Editors</strong></td>
<td>141 Neff Avenue Missouri School of Journalism Columbia, MO 65211 573-882-2042</td>
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<td></td>
<td><a href="http://www.ire.org/jobs/index.php">http://www.ire.org/jobs/index.php</a></td>
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<td><strong>NHPR Facebook and Twitter</strong></td>
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<td></td>
<td>A, C, D, E, F</td>
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<tr>
<td><strong>Linked In</strong></td>
<td>N</td>
<td></td>
<td></td>
<td>E, F</td>
</tr>
<tr>
<td><strong>Livingston Associates, LLC</strong></td>
<td>3000 Chestnut Street, Suite 208 The Mill Centre Baltimore, MD 21211 410-243-</td>
<td></td>
<td>2</td>
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</tr>
<tr>
<td></td>
<td>1974 <a href="http://www.livingstonassociates.net">www.livingstonassociates.net</a></td>
<td></td>
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<tr>
<td><strong>Prudence Sinclair</strong></td>
<td><a href="mailto:prudence@prudencesinclair.com">prudence@prudencesinclair.com</a> 617-320-3886</td>
<td></td>
<td>3</td>
<td>C</td>
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<tr>
<td><strong>Indeed.com</strong></td>
<td>N</td>
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<td><strong>Southern New Hampshire University</strong></td>
<td><a href="http://www.myinterface.com/snhu/employer/">www.myinterface.com/snhu/employer/</a></td>
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<td><strong>Simplyhired.com</strong></td>
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<td><strong>Juju.com</strong></td>
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<td>E, F, G</td>
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<td><strong>Jobster.com</strong></td>
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<td>E, F, G</td>
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<td><strong>Other – indeed.com</strong></td>
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<tr>
<td><strong>Concord Monitor Online</strong></td>
<td>N</td>
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<td>G</td>
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</tbody>
</table>

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