

New Hampshire Public Radio, Inc.
2016 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: 12/2/2015 – 12/1/2016
No. of Full-time Employees: More than 10
Small Market Exemption: No

During the Reporting Period, a total of eleven (11) 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, 2015 and December 1, 2016, NHPR hosted eight interns. The interns learned about different aspects of NHPR's operations including news reporting, archiving and show production.
- 2) *Participation in scholarship programs directed to students who want to pursue a career in broadcasting.*
 - a) NHPR contributed to and promoted the New Hampshire Association of Broadcasters (NHAB) Student Broadcaster Scholarship Program.
- 3) *Participation in job fairs by station personnel with hiring responsibilities*
 - a) NHPR participated in the Career and Internship Fair at Keene State College (April 1). Reporter attended job fair and reviewed resumes with Director, People and Culture.
 - b) The Director, People and Culture participated in New Hampshire Association of Broadcasters Virtual Job Fair (June 27-July 1).
- 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.*
 - a) The Director of Technology position was posted in a variety of locations including the Corporation for Public Broadcasting, Society of Broadcast Engineers and the New Hampshire Association of Broadcasters.

- 5) *Establishment of training or mentoring programs designed to enable employees to acquire skills to qualify for higher-level positions.*
- a) NHPR established the Couch Fellowship for Innovation, which enables the 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 October 2016 and will spend six months in our News department followed by six months in Programming. Our previous two fellows were hired for regular, full-time positions after completing their fellowships.
 - b) A News department staff member attended the Ravitch Fiscal Reporting Program for Editors at CUNY Graduate School of Journalism (March 31-April 2).
 - c) A reporter attended the workshop “The Power of Narrative” at the Boston University College of Communication (April 1-3).
 - d) Five reporters attended the IRE (Investigative Reporters and Editors) Watchdog Training on data journalism in Burlington, Vermont (April 9).
 - e) One junior reporter attended the “New to the Beat” workshop with the Education Writers Association in Boston (May 1-3). Participating reporters are paired with an NPR mentor for six months.
 - f) Two News staff attended American Public Media’s investigative journalism training at Minnesota Public Radio (May 25-26).
 - g) A reporter participated in the Radio Television Digital News Foundation Fellowship, an exchange program for producers, reporters and online editors in Germany (June 13-July 2).
 - h) A member of our Digital team participated in WNYC’s “Werk It – A Women’s Podcast Festival” in New York City (June 15-17).
 - i) Our News Director participated in the Public Radio News Directors (PRNDI) conference in St. Louis (June 23-25).
 - j) Eight staff members attended the Public Media Development and Marketing Conference (August 10-12).
 - k) Our Director of Corporate Relations participated in a variety of webinars, including “PMBA Digital Revenue Foundations for Success Toolkit” (Jan 26); “Turning Sales Managers into Highly Effective Sales Coaches”, (Sales Readiness Group, March 29); “Event Sponsorship: Revenue Models That Rise Above the Silos” (Greater Public, April 19); “Making Your Good Year Great!” (Insight Edge through NHAB, May 10); and Digital Strategies for Radio Station Events (Jacobs Media, August 25).
 - l) All underwriting staff attended several webinars, including Copy Approval Workshop (Greater Public June 21); Underwriting Credit Copy Workshop (Greater Public, August 1); and Nielsen/Arbitron Webinar (Tapscan Training, October 5).
 - m) A member of our programming staff shadowed members of the NPR Morning Edition and All Things Considered teams for two days, observing editorial meetings and live production (February 18-21).
 - n) A member of our programming staff attended the New England Archivists Conference in Portland, ME (April 1-2).
 - o) Four staff members attended the “Covering the Courts” seminar for journalists at the UNH Law School sponsored by NH Supreme Court and the Courts Committee on the Judiciary and the Media (April 9).

- p) One staff member shadowed the staff of *Think Out Loud*, a news call-in show at Oregon Public Broadcasting (April 4-5).
- q) One staff member attended the Granite State Human Resources Conference in Manchester, NH (April 26-27).
- r) Two staff members attended the Public Media Business Association (PMBA) Annual Conference in New Orleans (May 31-June 3).
- s) One staff member attended the New Hampshire Center for Nonprofits Grant Institute (August 3-5).
- t) Three staff members attended Third Coast, a three day conference on the art and craft of storytelling, in Chicago (November 11-13).

List 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	12/14/2015	Director of Technology	5	4,5,10,20	10
B, C	1/19/2016, 2/24/2016	Corporate Relations Representative	5	1,2,18,27	1,1
D	2/15/2016	Producer	3	1,2	1
E	3/28/2016	IT Support Specialist	2	1	1
F	5/23/2016	Producer	6	1,2,17	1
G	5/23/2016	Sr. IT Administrator	3	1,20	1
H, I	9/6/2016, 9/8/2016	Producer	3	1,2	1,1
J	10/24/2016	Corporate Relations Representative	5	2,4,20	2
K	10/17/2016	Reporter	4	1,2,5	1

Recruitment Sources Used for Full Time Job Openings

Source	*	Address	Full Time Positions for which this source was Utilized	Number of Interviewees Provided by Source	
1	Referral	N	n/a	D,F	15
2	New Hampshire Public Radio website	N	2 Pillsbury St, 6 th Floor Concord, NH 03301 www.nhpr.org	A,B,C,D,E,F,G,H,I,J,K	8
3	New Hampshire Center for Nonprofits	N	84 Silk Farm Road, Suite 1 Concord, NH 03301 603-225-1947 www.nhnonprofits.org	A,B,C,E,G,J,K,L,K	
4	New Hampshire Association of Broadcasters	N	707 Chestnut St Manchester, NH 03104 603-627-9600 www.nhab.org	A,B,C,E,F,G,H,I,J	2
5	Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 202-879-9600	A,B,C,D,G,H,I,J,K	2

			www.cpb.org		
6	Maine Association of Broadcasters	N	69 Sewall Street Augusta, ME 04330 207-623-3870 www.mab.org	B,C,J	
7	NH Works	Y	NH Employment Security www.nhworksjobmatch.nhes.nh.gov	A,B,C,D,E,F,G,H,I,J,K	
8	PRNDI	N	Public Radio News Directors Inc www.prndi.org	D,F,H,I	
9	PBMA – Public Broadcaster’s Management Association	N	1760 Old Meadow Road, Suite 500 McLean, VA 22102 703-506-3292 www.pbma.org	D,F	
10	Society of Broadcast Engineers	N	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000 www.sbe.org	A,E,G	1
11	SBE Chapter 110 – Northern New England	N	9 Algonquin Lane Nashua, NH 03063-3501 (603) 647-6060	A,E,G	
12	Journalismjobs.com	N	Berkeley, CA (510) 653-1521 www.journalismjobs.com	F	
13	New Hampshire Institute of Technology	N	NHTI 31 College Drive Concord, New Hampshire 03301 (603) 271-6484 www.nhti.edu	E	
14	Southern New Hampshire University	N	2500 N River Rd, Hooksett, NH 03106 (800) 668-1249 www.snhu.edu	E	
15	Current Newspaper and/or Online	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912 www.current.org	A,B,C	
16	Greater Public	N	401 North 3rd Street, Suite 370 Minneapolis, MN 55401 Http://Greaterpublic.org	B,C,J	
17	NHPR Facebook and Twitter	N	facebook.com , www.twitter.com	A,B,C,E,H,I	2
18	LinkedIn	N	www.linkedin.com	A,B,C,F,G	1
19	Association of Fundraising Professionals, Northern New England	N	1465 Woodbury Avenue, #827 Portsmouth, NH 03801 Phone: (603) 319-4039 www.afp-nne.org/	B,C,J	

20	Indeed.com	N	www.indeed.com	A,B,C,D,E,F,G,H,I,J,K	4
21	Jobster.com	N	www.jobster.com	A,B,C,D,E,F,G	
22	Juju.com	N	www.juju.com	A,B,C,D,E,F,G	
23	Simplyhired.com	N	www.simplyhired.com	A,B,C,D,E,F,G	
24	The Poynter Institute	N	http://careers.poynter.org 801 Third Street South St. Petersburg, FL 33701 (727) 821-9494	F	
25	Union Leader	N	4 Park St Concord, NH 03301 (603) 225-3500	A,B,C,D,E,F,G,H,I,J,K	
26	Vermont Association of Broadcasters	N	500A Dalton Drive Colchester, VT 05446 (802) 655-5764 Vab@vab.org	A,B,C,E,J	
27	Massachusetts Broadcasters Association	N	43 Riverside Ave, PMB 401 Medford, MA 02155 (800) 471-1875 www.massbroadcasters.org	A,B,C,E	1
28	National Alliance of State Broadcasters Associations	N	2223 Wisconsin Street NE Albuquerque, NM 87110 (505)881-4444 http://www.nasbaonline.net/	A	
29	Seacoast Online	N	111 New Hampshire Ave. Portsmouth, NH 03801 www.seacoastonline.com	B,C	
30	Manchester Community College	N	1066 Front Street Manchester, NH 03102 (603) 206-8000 www.mccnh.edu	E	
31	Lakes Region Community College	N	379 Belmont Road Laconia, NH 03246 (603) 524-3207 www.lrcc.edu	E	
32	University of New Hampshire	N	102 Main Street Durham, NH 03824 (603) 862-1234 www.unh.edu	E	

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