

**New Hampshire Public Radio, Inc.**  
2015 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:** 12/2/2014 – 12/1/2015  
**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) *Participation in four job fairs by station personnel with hiring responsibilities.*
  - a) Career and internship fair at St. Anselm College on October 28, 2015.
  - b) Career and internship fair at Keene State College on October 30, 2015.
  - c) New Hampshire Association of Broadcasters Career Fair at Manchester Community College on April 30, 2015
  
- 2) *Participated in events or programs relating to career opportunities in broadcasting sponsored by educational institutions.*
  - a) An NHPR reporter participated on panels at the Intercollegiate Broadcast Conference at Simmons College on November 7, 2015.
  
- 3) *Establishment of an internship program designed to develop skills needed for broadcast employment.*
  - a) Between December 2, 2014 and December 1, 2015, NHPR hosted 15 interns. The interns learned about different of aspects of NHPR's operations including news reporting, show production, development and digital media, working an average of 12 hours per week.
  
- 4) *Participation in scholarship programs directed to students who want to pursue a career in broadcasting.*
  - a) Contributed to and promoted the New Hampshire Association of Broadcasters Student Broadcaster Scholarship Program.

- 5) *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 Corporate Support position was listed in the Greater Public job bank.
  - b) The Senior Editor, State of Democracy position was listed in the Corporation for Public Broadcasting (CPB), Public Radio News Directors (PRNDI), Public Broadcaster's Management Association (PMBA) and Public Radio Program Directors Association (PRPD) job banks.
- 6) *Establishment of training or mentoring programs designed to enable employees to acquire skills to qualify for higher-level positions.*
- a) NHPR selected its second fellow for the Couch Fellowship for Innovation, which brings in an entry level individual with an interest in public media to acquire skills by training and working in one or more departments, in February 2015. The Couch Fellow completed six months in Programming and is currently spending six months in News.
  - b) One staff member attended annual PRNDI conference, which included educational sessions June 25-27 in Salt Lake City.
  - c) Six employees attended seminars at the Public Media Development and Marketing Conference (PMDMC) in July 2015.
  - d) NHPR hired consultants Appleby and Arganbright to provide individual training on direct mail and telemarketing strategy to the new Membership Associate from July-November 2015.
  - e) One staff member attended NPR "Writing Through Sound" Webinar on September 22, 2015.
  - f) One staff member participated in three Donor Centered Fundraising Webinars through Cygnus Applied Research, Inc. in October and November 2015.
  - g) One reporter participated in NPR Political Reporting Partnership training, October 29-30, 2015.
  - h) One staff member participated in the NPR webinar "Data Journalism: Finding the Stories Inside the Census", June 17, 2015.
  - i) One staff member attended Planet Money training for technology reporters in San Francisco, March 25-26.
  - j) NHPR's Health and Science reporter attended the Blue Cross Blue Shield Foundation of Massachusetts Health Coverage Fellowship program, April 24-May 2, 2015.
  - k) One staff member attended several seminars at the Granite State Human Resources Conference, April 28, 2015 in Manchester, NH.
  - l) Three employees participated in Greater Public webinars "Social Media for Sales" on April 29, 2015 and in "Sponsorship Proposal Show and Tell" on October 6, 2015.
  - m) One staff member participated in Greater Public's "Digital Sponsorship" webinar on June 29, 2015.
  - n) One staff member attended Greater Public webinars "Digital Leapfrog" on February 11, 2015 and "The Interactive Digital Department" on March 25, 2015.
  - o) One staff member completed the PMBA Toolkit: Effective Compliance in a Shifting Regulatory Environment, December 9, 2014.
  - p) Five staff members attended Greater Public's Underwriting webinar on February 10, 2015.
  - q) A Digital Department staff member completed online courses in Javascript, Premiere and Edge Animate through Lynda.com January 1 – June 30, 2015.
  - r) One director attended the UNH Peter T. Paul Business School's 2-day training "Become a Catalyst for Innovation" in August 2015.
  - s) One staff member attended Solutions Journalism Training, May 11, 2015.

- t) One manager attended the Station Resource Group conference, August 2 – 5, 2015.
- u) Two management level staff members NPR A-Reps Meeting, November 17, 2015.
- v) Two management level staff members attended the Super Regional Meeting, November 18–19, 2015.
- w) One senior leader participated in Newsgeist, November 20 – 21, 2015.
- x) One staff member attended the Online News Association conference September 24-26, 2015.

### 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
B	3/9/2015	Reporter	3	1,2	2
C	4/13/2015	All Things Considered Host	4	1,2,12,17	1
D	4/13/2015	News Reporter/Weekend Host	3	1,5	Internal promotion
E	5/26/2015	Sr. Editor, Politics and Policy Reporting	5	1,2,17	1
F	7/6/2015	Producer, Word of Mouth & Outside In	7	1,5,12	1
G	7/6/2015	Membership Associate	7	2,3,7,19	1
H	7/13/2015	Development Assistant - Gift Processing	10	1,2,3,20	1
I	7/13/2015	Corporate Sales Representative	5	1,2,4	1
J	10/13/2015	Political Reporter, State of Democracy	6	1,2,12,17	1
K	10/14/2015	Digital Producer/Reporter	4	1,2,17,20	1
L	10/22/2015	Major Gifts Officer	8	1,2,15,19	1
M	11/23/2015	Director of Corporate Support	5	1,2,18	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	B,C,D,E,F,I,J,K,L,M	20
2	NH Public Radio website	N	2 Pillsbury St, 6 <sup>th</sup> Floor Concord, NH 03301 <a href="http://www.nhpr.org">www.nhpr.org</a>	14
3	NH Center for Nonprofits	N	84 Silk Farm Road, Suite 1 Concord, NH 03301 603-225-1947 <a href="http://www.nhnonprofits.org">www.nhnonprofits.org</a>	6
4	NH Association of Broadcasters	N	707 Chestnut St Manchester, NH 03104 603-627-9600 <a href="http://www.nhab.org">www.nhab.org</a>	1
5	CPB – Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 202-879-9600	3

			<a href="http://www.cpb.org">www.cpb.org</a>		
6	Maine Association of Broadcasters	N	<a href="http://www.mab.org">www.mab.org</a>	I, M	
7	NH Works	Y	NH Employment Security <a href="http://www.nhworksjobmatch.nhes.nh.gov">www.nhworksjobmatch.nhes.nh.gov</a>	B,C,D,E,F,G,H,I,J,K,L,M	1
8	PRNDI	N	PRNDI Public Radio News Directors Inc Prndi.org	B,C,E,F,J,K	
9	PBMA – Public Broadcaster’s Management Association	N	1760 Old Meadow Road, Suite 500 McLean, VA 22102 703-506-3292 <a href="http://www.pbma.org">www.pbma.org</a>	B,C,E,F,J,K	
10	PRPD	N	PRPD Public Radio Program Directors Association Prpd.org	B,C,E,F,J,K	
11	Chronicle of Philanthropy	N	1255 23 <sup>rd</sup> Street, NW Washington, DC 20037 (202) 466-1200 <a href="http://philanthropy.com/section/Home/172?eio=21620">http://philanthropy.com/section/Home/172?eio=21620</a>	L	
12	Journalismjobs.com	N	Berkeley, CA 510-653-1521 <a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	B,C,D,E,F,J,K	3
13	National Association of Black Journalists	N	Careerservices.nabj.org 1-888-491-8833 Ext. 1005	C	
14	National Association of Hispanic Journalists	N	1050 Connecticut Avenue NW 10th Floor Washington, DC, 20036 <a href="http://nahj.org">http://nahj.org</a>	C	
15	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>	G,L	1
16	Greater Public	N	401 North 3rd Street, Suite 370 Minneapolis, MN 55401 <a href="http://Greaterpublic.org">Http://Greaterpublic.org</a>	G,I,L,M	
17	NHPR Facebook and Twitter	N		B,C,D,E,F,G,H,I,J,K,L,M	4
18	LinkedIn	N	Linkedin.com	E,G,I,L,M	2
19	Association of Fundraising Professionals, Northern New England	N	1465 Woodbury Avenue, #827 Portsmouth, NH 03801 Phone: (603) 319-4039 <a href="http://www.afp-nne.org/">www.afp-nne.org/</a>	G,H,L,M	2
20	Indeed.com	N	<a href="http://www.indeed.com">www.indeed.com</a>	D,H,I,L,M	4
21	Jobster.com	N	<a href="http://www.jobster.com">www.jobster.com</a>	D,H,I,L,M	

22	Juju.com	N	<a href="http://www.juju.com">www.juju.com</a>	D,H,I,L,M	
23	Simplyhired.com	N	<a href="http://www.simplyhired.com">www.simplyhired.com</a>	D,H,I,L,M	
24	Union Leader	N	4 Park St Concord, NH 03301 (603) 225-3500	E,F,G,H,I,J,K,L,M	
25	Concord Monitor	N	One Monitor Drive Concord, New Hampshire 03302-1177 603-224-5301	B,C,D	
26	Vermont Broadcasters Association	N	<a href="mailto:Vab@vab.org">Vab@vab.org</a>	I, M	
27	Blackbaud Community Job Board	N	<a href="http://forums.blackbaud.com/forums/51.aspx">http://forums.blackbaud.com/forums/51.aspx</a>	H	
28	Massachusetts Broadcasters Association	N	43 Riverside Ave, PMB 401 Medford, MA 02155 (800) 471-1875 <a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>	I, M	
29	Seacoast Online	N	seacoastonline.com 111 New Hampshire Ave., Portsmouth, NH 03801	I,M	
30	Northeastern University	N	360 Huntington Ave Boston, MA 02115 (617) 373-2000 Northeastern.edu	C	
31	UC Berkeley School of Journalism	N	121 North Gate Hall Berkeley, CA 94708 (510) 642-3383	C	
32	Boston University – College of Communication	N	640 Commonwealth Avenue Boston, MA 02215 617-353-3450	C	
33	Northeastern University School of Journalism	N	102 Lake Hall, 360 Huntington Ave, Boston, MA 02115 (617) 373-3236	C	
34	Kennedy School of Government	N	John F. Kennedy School of Government 79 John F. Kennedy Street Cambridge, MA 02138 617-495-1100	E	
35	Source not indicated by candidate			L, M	2

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