

## 2013 ANNUAL EEO PUBLIC FILE REPORT

Rhode Island Public Radio ("RIPR")

Station(s): WRNI-AM\*, WRNI-FM, WELH-FM\*\*, WCVY-FM\*\*\*  
(list all that are included within Employment Unit)

Community(ies) of License: Providence, RI; Narragansett Pier, RI, Providence, RI, Coventry, RI (\* as of 10/7/11, LMA to Latino Public Radio with LESS than 5 full time employees.) (\*\* eff:10/8/11) (\*\*\*)eff:6/7/11)

Date Range of Annual Report: December 1, 2012 – November 30, 2013

No. of Full-time Employees: 5 – 10 \_\_\_\_\_ / More than 10 XX \_\_\_\_\_  
(check the number that applies)

Small Market Exemption:

During the Reporting Period, 0 full time positions were filled.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

- \_\_\_\_\_ Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.
- 1) \_\_\_\_\_  
(Date/Location/Event)
  - 2) \_\_\_\_\_  
(Date/Location/Event)
  - 3) \_\_\_\_\_  
(Date/Location/Event)
  - 4) \_\_\_\_\_  
(Date/Location/Event)
- \_\_\_\_\_ Hosted at least one **job fair**.
- 1) \_\_\_\_\_  
(Date/Location/Event)

\_\_\_\_\_ Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities. 1) \_\_\_\_\_  
(Date/Location/Event)

\_\_\_\_\_ 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. 1) \_\_\_\_\_  
(Date/Location/Event)  
2) \_\_\_\_\_  
(Date/Location/Event)  
3) \_\_\_\_\_  
(Date/Location/Event)  
4) \_\_\_\_\_  
(Date/Location/Event)

\_\_\_X\_\_\_ Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment. Describe: RIPR has a robust internship program. Interns acquire real-world skills and experience by conducting interviews, writing news scripts, editing audio, and performing broadcast operations. RIPR has 3-5 interns at any one time, usually working 3-6 month terms

\_\_\_X\_\_\_ Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (*i.e.*, that are not primarily directed to providing notification of specific job vacancies). Describe: Along with its own website and other professional sites, RIPR posts employment vacancies in job banks and websites targeted specifically toward male and professionals of Black, Hispanic, and Asian origin. RIPR also uses the Swearer Center for Public Service jobsite at Brown University. In 2012, 8 positions were filled in this manner.

\_\_\_\_\_ Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting. Describe:

\_\_\_X\_\_\_ Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Describe: All personnel are given the opportunity to learn on-line web publishing for our news-focused website as well as learning broadcast operations and hosting

\_\_\_\_\_ Established a **mentoring** program for station personnel. Describe:

\_\_\_\_\_ Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting. 1) \_\_\_\_\_  
(Date/Location/Event)  
2) \_\_\_\_\_  
(Date/Location/Event)  
3) \_\_\_\_\_  
(Date/Location./Event)

4) \_\_\_\_\_  
(Date/Location/Event)

\_\_\_\_\_ Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.

1) \_\_\_\_\_  
(Date/Location/Event)

2) \_\_\_\_\_  
(Date/Location/Event)

\_\_\_\_\_ **Listed** each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

\_\_\_\_\_ Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting

Describe:

\_\_\_\_\_ Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.

Describe:

\_\_\_\_\_ Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.

Describe:

\_\_\_\_\_ Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Describe: