

2015 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, 2015 – November 30, 2016

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

Small Market Exemption:

During the Reporting Period, a total of 4 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

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.

_____ 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. Online learning via ADP TotalSource in a wide array of career-applicable subjects is always freely available to all associates.

_____ Established a **mentoring** program for station personnel. Describe:

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

opportunities in broadcasting.

(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:

LIST OF POSITIONS FILLED – Page 4 of 9

List all full-time job vacancies filled by employment unit, identified by job title, and indicate source referring person hired.

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
03/16/2016	Weekend Host	RIPR Website
3/7/2016	Underwriting Account Exec	Referral
8/1/2016	Chief Progress Officer	Livingston Assoc Website

Retain list of positions filled until after the grant of the next renewal application. Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station’s local public inspection file and post the list on the station’s web site if it has one.

SUMMARY

Date of Annual Report: November 30, 2016

(enter the anniversary of the date the station must file its renewal application, which is four months prior to expiration of the license)

Total Number of Persons Interviewed in Preceding Year: 24

List total number of interviewees generated by each recruitment source in the preceding year (use as many pages as necessary).

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
American Women in Radio & Television	0
Asian-American Journalists Association	0
Corporation for Public Broadcasting	0
The Current	1
Providence.Craigslist.Org	1
JournalismJobs.com	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	0
Twitter	0
RIPR Website	2
Referrals	1
Society of Broadcast Engineers	0
LinkedIn	0
Livingston Associates Website	0
RI Dept of Labor	0
Greater Public	0
RIPR On Air	0
National Hispanic Media Coalition	0
Livingston Associates	0
Unknown	0
Internal	0
Swearer Center for Public Service/Brown U	2

Retain until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: Weekend Host

Date of Hire: 03/16/2016

Page 6 of 9

List all recruiting sources utilized to fill the vacancy (*e.g.*, employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Corporation for Public Broadcasting	N	401 Ninth St. NW Washington, DC 20004	202-879-9600 www.cpb.org
Swearer Center for Public Service Brown University	N	25 George St Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
RIPR Website	N	1 Union Station Providence, RI 02903	401-351-2800 careers@ripr.org
Greater Public	N	401 N. 3 rd Street Suite 370 Minneapolis, MN 55401	(888)454-2314
Providence Craigslist Providence.craigslist.org	N	1381 9 th Ave San Francisco	info@craigslist.org
Emerson College JOBS	N	120 Boylston St Boston, MA 02116	617-824-8500
Boston University JOBS	N	1 Silber Way Boston, MA 02215	617-353-2000
University of RI JOBS	N	45 Upper College Rd Kingston, RI 02881	401-874-1000

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. *See* Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: Underwriting Account Executive

Date of Hire: 3/7/2016

Page 7 of 9

List all recruiting sources utilized to fill the vacancy (*e.g.*, employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Corporation for Public Broadcasting	N	401 Ninth St. NW Washington, DC 20004	202-879-9600 www.cpb.org
Swearer Center for Public Service Brown University	N	25 George St Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
RIPR Website	N	1 Union Station Providence, RI 02903	401-351-2800 careers@ripr.org
Providence Craigslist Providence.craigslist.org	N	1381 9 th Ave San Francisco	info@craigslist.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. *See* Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: Chief Progress Officer

Date of Hire: 08/01/2016

Page 8 of 9

List all recruiting sources utilized to fill the vacancy (*e.g.*, employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Livingston Associates (Current; Twitter, Facebook, LinkedIn; Circle of Philanthropy; Society of Non Profits; Assoc of Fundraising Professionals)	N	3000 Chestnut Ave Suite 208 – Baltimore, MD 21211	(410)243-1974
Swearer Center for Public Service Brown University	N	25 George St Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
RIPR Website	N	1 Union Station Providence, RI 02903	401-351-2800 careers@ripr.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. *See* Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title of Position: Morning Edition Producer/PT

Date of Hire: XX/XX?XXXX

Page 9 of 9

List all recruiting sources utilized to fill the vacancy (*e.g.*, employment advertisements in print media, educational institutions, minority and/or women's organizations, community groups, job fairs, and any other sources of applicants) (use as many pages as necessary):

REFERRAL SOURCE	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Corporation for Public Broadcasting	N	401 Ninth St. NW Washington, DC 20004	202-879-9600 www.cpb.org
Swearer Center for Public Service Brown University	N	25 George St Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
RIPR Website	N	1 Union Station Providence, RI 02903	401-351-2800 careers@ripr.org
Providence Craigslist Providence.craigslist.org	N	1381 9 th Ave San Francisco	info@craigslist.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies. *See* Rule 73.2080(c)(1)(ii).

Retain for each position filled until after the grant of the next renewal application.

Annually, on the anniversary of the date a station must file its renewal application, a station must place this list in the station's local public inspection file and post the list on the station's web site if it has one.