

2019 ANNUAL EEO PUBLIC FILE REPORT

Rhode Island Public Radio (“RIPR”) d/b/a The Public’s Radio

Station(s)/ Community(ies) of
License

:

- WNPN 89.3FM Newport, RI
 - Callsign changed from WXNI effective 07/29/2018
 - Community of License changed from North Dartmouth, MA effective 09/01/2018
 - WNPE 102.7FM Narragansett Pier, RI
 - Callsign changed from WRNI-FM effective 07/29/2018
 - Currently a simulcast of WNPN
 - WELH 88.1FM Providence, RI
 - Owned by The Wheeler School.
 - LMA to simulcast RIPR effective 10/07/2011
 - WCVY 91.5FM Coventry, RI
 - Owned by Coventry Public Schools.
 - LMA to simulcast RIPR effective 06/07/2011
 - WRPA 1290AM Providence, RI
 - Callsign changed from WRNI effective 02/28/2018.
 - Owned by RIPR.
 - Currently a simulcast of WNPN, effective 04/07/2018.
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Date Range of Annual Report: December 1, 2018 – November 30, 2019

No. of Full-time Employees:

5 – 10 _____ / More than 10 X _____
(check the number that applies)

Small Market Exemption:

During the Reporting Period, a total of eight (8) 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):

- | | |
|--|---|
| <p>_____ Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.</p> | <p>1) _____
(Date/Location/Event)</p> <p>2) _____
(Date/Location/Event)</p> <p>3) _____
(Date/Location/Event)</p> <p>4) _____
(Date/Location/Event)</p> |
| <p>_____ Hosted at least one job fair.</p> | <p>1) _____
(Date/Location/Event)</p> |
| <p>_____ Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</p> | <p>1) _____
(Date/Location/Event)</p> |
| <p>_____ 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.</p> | <p>1) _____
(Date/Location/Event)</p> <p>2) _____
(Date/Location/Event)</p> <p>3) _____
(Date/Location/Event)</p> <p>4) _____
(Date/Location/Event)</p> |
| <p><u> X </u> Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> | <p>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 2-4 interns at any one time, usually working 3-6 month terms</p> |
| <p><u> X </u> Participated in job banks, internet programs, and other programs designed to promote outreach generally (<i>i.e.</i>, that are not primarily directed to providing notification of specific job vacancies).</p> | <p>Describe: Along with its own website and other professional sites, RIPR posts employment vacancies in job banks and websites targeted specifically toward professionals of Black, Hispanic, and Asian origin. RIPR also uses the Swearer Center for Public Service jobsite at Brown University.</p> |
| <p>_____ Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p> | <p>Describe:</p> |

X Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Describe: All Content 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

Describe:

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.

SUMMARY

Date of Annual Report: November 30, 2019

(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: 30

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 (BOLDFACE)	Number of Persons Interviewed that the Source Referred
American Women in Radio & Television	0
Asian-American Journalists Association	0
Corporation for Public Broadcasting	4
Facebook.com	1
RTDNA.org	0
JournalismJobs.com	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	1
In-House Interest	3
RIPR_TPR Website	9
Referrals / Agency Referrals	6
Society of Broadcast Engineers	0
LinkedIn	0
TheNonProfitNetwork.org	1
RI Dept of Labor	0
Greater Public	1
RIPR On Air	0
National Hispanic Media Coalition	0
Livingston Associates	0
Robert Half (agency)	1
AMFMJobs.com	0
Swearer Center for Public Service/Brown University	0
Indeed.com	3

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: Co-Executive Podcast Producer -1

Date of Hire: 12/3/2018

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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 (INTERVIEWEES IN PARENTHESIS)	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The Corporation for Public Broadcasting (1)	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com (0)	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
Swearer Center for Public Service Brown University (0)	N	25 George Street, Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
The Public's Radio (RI Public Radio) (1)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Facebook.com (0)	N	1 Hacker Way, Menlo Park, CA 94025	650-543-4800 www.facebook.com
Referral (1)	N		

* 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: Morning Edition Producer

Date of Hire: 12/17/2018

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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 (INTERVIEWEES IN PARENTHESIS)	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The Corporation for Public Broadcasting (1)	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
The Public's Radio (RI Public Radio) (1)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Indeed.com (0)	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
Swearer Center for Public Service Brown University (0)	N	25 George Street, Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
Referral (1)	N		

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Managing Editor

Date of Hire: 1/1/2019

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REFERRAL SOURCE	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
RIPR Website	Y	1 Union Station, Providence, RI 02903	401-351-2800 careers@ripr.org
Corporation for Public Broadcasting	N	401 Ninth Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Greater Public	N	P.O. Box 303279 Austin, TX 78703-0055	800-454-2314 www.greaterpublic.org
The Non Profit Network	N	4018 City Terrace Drive Los Angeles, CA 90063	(562) 631-5328 www.thenonprofitnetwork.org
NHMC.org (Nat'l Hispanic Media Coalition)	N	150 South Arroyo Pkwy., Suite 101, Pasadena, CA 91105	626-792-6462 nhmc.org
AMFM Jobs.com	N	P.O. Box 4116, Oceanside, CA 92052	800-374-0019 info@amfmjobs.com
Referral (1)	N		

* 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).

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Co-Executive Podcast Producer -2

Date of Hire: 1/3/2019

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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 (INTERVIEWEES IN PARENTHESIS)	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The Corporation for Public Broadcasting (1)	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com (0)	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
Swearer Center for Public Service Brown University (0)	N	25 George Street, Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
The Public’s Radio (RI Public Radio) (1)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Facebook.com (0)	N	1 Hacker Way, Menlo Park, CA 94025	650-543-4800 www.facebook.com

* 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).

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: South Coast Journalist

Date of Hire: 2/4/2019

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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 (INTERVIEWEES IN PARENTHESIS)	*	ADDRESS OF SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The Corporation for Public Broadcasting (1)	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com (0)	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
Swearer Center for Public Service Brown University	N	25 George Street, Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
The Public's Radio (RI Public Radio)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
National Association of Hispanic Journalists	N	1000 National Press Building, 529 14 th St. NW, Suite 634, Washington, DC 20045	202-662-7145 nagj@nahj.org
National Association of Black Journalists	N	8701A Adelphi Road, Adelphi, MD 20783	301-445-7101 www.nabj.org
RTDNA (Radio/Television Digital News Association)	N	The National Press Building, 529 14 th Street, NW, Suite 1240, Washington, DC 20045	202-221-4282 www.rtdna.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).

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Health Reporter (temp.)

Date of Hire: 2/25/2019

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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
JournalismJobs.com	N	72 Plaza Dr., 2nd Floor, Berkeley, CA 94705	510-653-1521 ads@journalismjobs.com
The Public's Radio (RI Public Radio)	Y	1 Union Station, Providence, RI 02903	401-351-2800 careers@ripr.org
Corporation for Public Broadcasting	N	401 Ninth Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Swearer Center for Public Service Brown University	N	25 George Street, Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu swearercenter.brown.edu
Assoc. of Health Care Journalists	N	MO School of Journalism, 10 Neff Hall, Columbia, MO 65211	573-884-5606 info@healthjournalism.org
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
Referral (1)	N		

* 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).

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Database Coordinator

Date of Hire: 7/1/2019

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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
RIPR Website	Y	1 Union Station Providence, RI 02903	401-351-2800 careers@ripr.org
Corporation for Public Broadcasting	N	401 Ninth St. NW Washington, DC 20004	202-879-9600 www.cpb.org
Roberthalf.com (1)	N	275 Promenade Street,Suite 140, Providence, RI 02908	401-536-9103 roberthalf.com
The Non Profit Network	N	4018 City Terrace Drive Los Angeles, CA 90063	(562) 631-5328 www.thenonprofitnetwork.org
Swearer Center for Public Service Brown University	N	25 George Street Providence, RI 02912	401-863-2338 Swearercenter.brown.edu

* 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).

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Annual Fund Director (former Membership Mgr)

Date of Hire: 7/1/2019

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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
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RIPR Website	Y	1 Union Station Providence, RI 02903	401-351-2800 careers@ripr.org
Corporation for Public Broadcasting	N	401 Ninth St. NW Washington, DC 20004	202-879-9600 www.cpb.org
Greater Public	N	P.O. Box 303279 Austin, TX 78703-0055	800-454-2314 www.greaterpublic.org
The Non Profit Network	N	4018 City Terrace Drive Los Angeles, CA 90063	(562) 631-5328 www.thenonprofitnetwork.org
Swearer Center for Public Service Brown University	N	25 George Street Providence, RI 02912	401-863-2338 Swearercenter.brown.edu
Referral (1)	N		

* 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).

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