

2020 ANNUAL EEO PUBLIC FILE REPORT
Rhode Island Public Radio, dba The Public's Radio *

Station(s): WRNI-AM, WRNI-FM, WELH-FM*, WCVY-FM**,
WXNI-FM#

Community(ies) of License: Providence, RI; Narragansett Pier, RI; Providence, RI;
Coventry, RI; Newport, RI (** eff: 10/8/11) (** eff: 6/7/11)
(# eff: 7/10/17)

Date Range of Annual Report: December 1, 2019 – November 30, 2020

No. of Full-time Employees: 5-10 _____ / More than 10 X

During the Reporting Period, six (6) 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):
(MUST ENGAGE IN AT LEAST FOUR OF THE FOLLOWING INITIATIVES)

_____ Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions 1) _____
2) _____
3) _____
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 1) _____
2) _____

community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities

3) _____
4) _____
(Date/Location/Event)

X Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment

Describe: TPR has a robust internship program. Interns acquire real-world skills and experience by conducting interviews, writing news scripts, editing audio, and performing broadcast operations. TPR has 2-4 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 vacancies)

Describe: Along with its own website and other professional sites, TPR posts employment vacancies in job banks and websites targeted specifically toward professionals of Black, Hispanic, and Asian origin. TPR also uses the Swearer Center for Public Service job site 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 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 education institutions relating to career opportunities in broadcasting

1) _____
2) _____
3) _____
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) _____
2) _____

- _____ 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

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

<u>DATE OF HIRE</u>	<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE REFERRING HIRE</u>
12/5/2019	Finance Assistant and Traffic Manager	Indeed.com
1/1/2020	Corporate Account Executive	Referral
1/3/2020	Finance Director	Referral
2/1/2020	Acting Chief Progress Officer	PRADO (Public Radio Association of Development Officers)
6/1/2020	Newport Bureau Reporter	Report for America
8/17/2020	Member Services Manager	Idealist.org

SUMMARY

Date of Annual Report: November 30, 2020

 (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: **17**

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)	# of Persons Interviewed that the Source Referred
American Women in Radio & Television	0
Asian-American Journalists Association	0
Corporation for Public Broadcasting	0
Idealist.org	1
RTDNA.org	0
JournalismJobs.com	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	0
In-House Interest	0
RIPR_TPR Website	3
Referrals / Agency Referrals	4
LinkedIn	0
TheNonProfitNetwork.org	0
PRADO (Public Radio Assoc. of Development Officers)	1
Greater Public.org	0
RIPR On Air	0
National Hispanic Media Coalition	0
Report for America	5
AMFMJobs.com	0
Swearer Center for Public Service/Brown University	0
Indeed.com	1
Unknown	2

RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Finance Associate/Traffic Manager

Date of Hire: 12/5/2019

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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
Greater Public.org	N	P.O. Box 303279 Austin, TX 78703-0055	800-454-2314 www.greaterpublic.org
Indeed.com (1)	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
The Public’s Radio (RI Public Radio) (1)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Referral (1)	N		
The Non Profit Network.org	N	4018 City Terrace Drive Los Angeles, CA 90063	(562) 631-5328 www.thenonprofitnetwork.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: Corporate Account Executive

Date of Hire: 1/1/2020

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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	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
The Public’s Radio (RI Public Radio)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Referral (1)	N		
Swearer Center for Public Service Brown University	N	25 George Street, Providence, RI 02912	401-863-2338 / Amy_Doyle@brown.edu 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: Finance Director

Date of Hire: 1/3/2020

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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	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
The Public’s Radio (RI Public Radio) (2)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Referral (1)	N		
The Non Profit Network.org	N	4018 City Terrace Drive Los Angeles, CA 90063	(562) 631-5328 www.thenonprofitnetwork.org

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RECRUITING SOURCES USED

Use Separate Sheet for Each Opening

Job Title: Acting Chief Progress Officer

Date of Hire: 2/1/2020

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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	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
The Public’s Radio (RI Public Radio)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Referral (1)	N		
PRADO (Public Radio Organization of Development Officers) (1)	N	4118 Autumn Ridge Dr. Sugar Land, TX 77479	www.pradoweb.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: Newport Bureau Reporter

Date of Hire: 6/1/2020

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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	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
The Public’s Radio (RI Public Radio)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Referral	N		
Report for America (5)	N	c/o The Groundtruth Project, 10 Guest Street, Brighton, MA 02135	www.reportforamerica.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: Member Services Manager

Date of Hire: 8/17/2020

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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	N	401 9 th Street NW, Washington, DC 20004	202-879-9600 www.cpb.org
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	800-462-5842 www.indeed.com
The Public’s Radio (RI Public Radio)	Y	1 Union Station, Providence, RI 02903	401-351-2800 www.thepublicsradio.org
Referral	N		
Idealist.org (1)	N	389 5 th Ave., 9 th Floor, New York, NY 10016	646-786-6886 www.idealist.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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