

New Hampshire Public Radio, Inc.
2025 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
WCNH (FM-NCE), Bow, NH

WEVN (FM-NCE), Keene, NH
WEVS (FM-NCE) Nashua, NH
WEVF (FM-NCE), Colebrook, NH
WEVQ (FM-NCE), Littleton, NH

Reporting Period: 12/1/2024 – 11/30/2025
No. of Full-time Employees: More than 10
Small Market Exemption: No

During the Reporting Period, a total of five (5) 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) *Established an internship program designed to assist members of the community in acquiring skills needed for broadcast employment.*
 - a) Between December 1, 2024, and November 30, 2025, NHPR hosted three interns during our summer internship program. One intern came to us from Brown University (Providence, RI), one from Syracuse University (Syracuse, NY), and one from the University of California (Los Angeles, CA). The interns learned about different aspects of NHPR's operations, including news reporting and production, through hands-on supervised work. Staff organized training sessions for the summer interns on how to get great tape in the field, broadcast operations, social media, and finding jobs in journalism. The interns were at NHPR from June 2, 2025, to August 15, 2025.
- 2) *Participation in scholarship programs directed to students who want to pursue a career in broadcasting.*
 - a) NHPR participated in the Student Broadcaster Scholarship Program through the New Hampshire Association of Broadcasters (NHAB).
- 3) *Participation in job fairs by station personnel with hiring responsibilities*
 - a) The Director of People Operations or the Human Resources Generalist participated in three virtual career fairs hosted by the New Hampshire Association of Broadcasters (Nov 19-23, 2024; June 9-13, 2025; and Oct 20-24, 2025).
 - b) A Sr. Reporter/Producer participated in St. Anselm's College Career Expo:2025 on March 26, 2025.
 - c) The Human Resources Generalist participated in Syracuse University's Newhouse Virtual Career Fair on March 21, 2025.
- 4) *Established training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.*

- a) NHPR established the Couch Fellowship for Innovation, which enables entry-level individuals with an interest in public media to acquire skills by training and working in one or more NHPR departments. Our most recent Couch Fellow started in March 2024 and finished their fellowship in March 2025.
- b) Our VP of Development, VP of Audience Strategy, and our Director of People & Culture attended the SRG Conference held by Station Resource Group in New Castle, NH (September 8-10, 2025).
- c) The VP of Development, Director of Major and Planned Giving, and our Director of Corporate Support virtually attended the “Understanding your FY2024 Benchmarks” training held by Greater Public (December 16, 2024).
- d) The Director of Major and Planned Giving, our Leadership Circle Giving Officer, our Membership Director, and the Director of Corporate Support attended the PMDMC Conference in Philadelphia, PA (August 7-9, 2025).
- e) Our Sr. Director of Development and Revenue, Director of Major and Planned Giving, Leadership Circle Giving Officer, Mid-Level Giving Officer, and our Membership Director attended an online training on “Turning Crisis Giving into Lasting Support” presented by Greater Public and CDP (September 1, 2025).
- f) Our Sr. Director of Development and Revenue and our Mid-Level Giving Officer attended a “Making the Case for Local News: Words that Work” webinar presented by Press Forward (October 15, 2025).
- g) The Director of Major and Planned Giving, Major Gifts Officer, and Mid-Level Giving Officer virtually attended a “Understanding Donor Advised Funds” training conducted by Lenfest (February 13, 2025).

- h) Our CEO and our Leadership Circle Giving Officer attended the NH Nonprofit Conference and Expo held by the NH Center for Nonprofits in Concord, NH (May 15, 2025).
- i) Our Leadership Circle Giving Officer attended the AFP-NNE Virtual Conference training on “Bringing It Home: How House Parties Build Community and Fuel Fundraising Campaigns” (October 15, 2025).
- j) The Development Support Specialist attended a virtual training, “Explore the Power of Blackbaud’s Raiser’s Edge NXT Query in Web View,” held by Blackbaud (February 13, 2025).
- k) Our Director of Major and Planned Giving and our Director of Corporate Support attended the AFP Spring Conference held by AFP-NNE in Nashua, NH (April 9-10, 2025).
- l) Our Membership Director, Mid-level Giving Officer, and a Corporate Support Representative virtually attended the Audience Development Summit held by Greater Public (February 11-12, 2025).
- m) Our Leadership Circle Giving Officer, our Director of Corporate Support, and a Corporate Relations Representative attended an Online Town Hall, “Responding to Funding Threats,” held by Greater Public (April 21, 2025).
- n) The Director of Corporate Support attended the CES Industry Webinar presented by Jacobs Media (January 1, 2025).
- o) The Director of Corporate Support and two Corporate Support Representatives attended the Manchester Economic Access Conference held by the Greater Manchester Chamber of Commerce in Manchester, NH (September 16, 2025).
- p) A Corporate Support Representative attended the 2025 Techsurvey All-Industry Webinar held by Jacobs Media (April 11, 2025).
- q) The Director of People and Culture and the Human Resources Manager attended the Granite State Human Resource Conference held by the HR State Council of NH in North Conway, NH (April 1-2, 2025).
- r) The Human Resources Manager attended the Seacoast Employment Law Update: Managing Difficult Employees sponsored by the McLane Middleton Law Firm in Portsmouth, NH (October 30, 2025).
- s) The Human Resources Manager attended a virtual training on “AI and Ethics in HR: Addressing Risks, Bias, and Best Practices” presented by the Human Resources Association of Greater Concord (April 17, 2025).
- t) The Director of People & Culture participated in the Diversity Workforce Coalition’s “Together We Rise” Annual Meeting in Manchester, NH (March 6, 2025).
- u) The Director of People & Culture and the Human Resources Manager attended the Neebco 2025 Legal Update held by New England Employee Benefits Company in Concord, NH (February 2, 2025).
- v) The Human Resources Manager attended a virtual training on “Mental Health in Your Workplace” presented by the Human Resources Association of Greater Concord (February 20, 2025).
- w) The Director of People & Culture attended an HR and Culture Summit held by National Public Radio in Washington, DC (September 17-19, 2025).
- x) Our VP of Audience Strategy attended a Collaborative Journalism

Summit hosted by the Collaborative Journalism Center at Montclair State University in Denver, CO, on May 1, 2025.

- y) The Community Engagement and Marketing Manager attended the 2025 Radically Rural Summit held by the Keene Sentinel in Keene, NH (October 1, 2025).
- z) The VP of Audience Strategy, Sr. Audience Editor, and our Sr. Producer, Graphic Design and User Experience, participated in a virtual Digital Transformation Program conducted by the Poynter Institute and the CPB (June through December, 2025).
- aa) A Reporter attended the New England First Amendment Coalition's Negri Investigative Journalism Fellowship in Boston, MA (October 24-26, 2025).
- bb) A Reporter attended the Rising Stars Leadership Program provided by Stay-Work- Play New Hampshire in Manchester, NH (January 2025 through July 2025).
- cc) Our Health & Equity Reporter attended a "Medicine in Media" workshop presented by Dartmouth College held in New York City, NY (July 13-17, 2025).
- dd) Our Health & Equity Reporter and our Education Reporter attended a webinar on Understanding Voice and Speech presented by NPR (October 2, 2025).
- ee) Our Education Reporter attended a webinar on Audio Gremlins (and How to Slay Them) presented by Radio Bootcamp (April 9, 2025).
- ff) A Reporter attended the NAHJ Annual Conference & Expo held by the National Association of Hispanic Journalists in Chicago, IL (July 9-12, 2025).
- gg) Our Education Reporter attended a webinar on Telling Stories through Sound presented by NPR (August 8, 2025).
- hh) The Director of On Demand and two Hosts attended the NCSS Annual Conference held by the National Council for Social Studies in Boston, MA (November 22-24, 2024)
- ii) Two Host & Sr. Editors attended the Civics Learning Week at Stanford held by Stanford University in Stanford, CA (March 13, 2025).
- jj) Two Host & Sr. Editors attended the ABOTA Foundation Civics Summit held by the American Board of Trial Advocates at the Annenberg Public Policy Center at the University of PA, Philadelphia, PA (June 25-28, 2025).
- kk) Two Host & Sr. Editors participated in Constitution Day with More Perfect held by More Perfect in Washington, DC (September 17, 2025).
- ll) Two Host & Sr. Editors attended the Teacher's Law School Event held by the American Bar Association in Santa Ana, CA (September 29, 2025).
- mm) Our COO/CFO, Operations Manager, and Sr. Broadcast Transmission Engineer participated in the Northeast Broadcast Engineering Symposium held by the New

- Hampshire Association of Broadcasting in North Conway, NH (May 7, 2025).
- nn) Our Program Director attended the Public Media Content Collective 2025 Content Conference held by the Public Media Content Collective in Salt Lake City, UT (Aug 25-28, 2025).
 - oo) Our COO/CFO participated in a Leadership Summit held by Contributor Development Partnership (CDP) in Boston, MA (April 28 to May 1, 2025).
 - pp) Our COO/CFO participated in two virtual sessions in an AI Learning Series conducted by Google GNI (October 9 and October 20, 2025).
 - qq) Our Controller virtually attended a ChatGPT for Accounting and Auditing with Excel conducted by Simpliv (January 16, 2025).
 - rr) Our Controller virtually participated in the Financial Reporting for CPB conducted by the Corporation for Public Broadcasting (January 28, 2025).
 - xx) The CEO attended the Knight Media Forum held by Knight Media in Miami, FL (February 18, 2025).
 - yy) The CEO attended the New England News Collaborative's 2025 Summit held by the New England News Collaborative and Connecticut Public Radio in Hartford, CT (February 5, 2025).
 - zz) The CEO attended the NH Charitable Foundation's Annual Meeting in Concord, NH (June 5, 2025).
 - aaa) The CEO attended a workshop on Reimagining Board Leadership: From Tension to Transformation in Turbulent Times at St. Anselm College in Manchester, NH (October 30, 2025).
 - bbb) The CEO virtually attended the Audience Development Summit 2025 held by Greater Public (February 11, 2025).
 - ccc) The CEO participated in the Digital Transformation Program-Advanced Track Webinar presented by The Poynter Institute (January 19, 2025).
 - ddd) The CEO attended the SRG/MMG Joint Meeting held by SRG in Arlington, VA (March 19, 2025).
 - ccc) All staff members completed annual virtual Cyber Security Awareness training provided by KnowBe4 (November 2025)
 - ddd) All non-management staff received anti-harassment and bias training from Peg O'Brien of McClane Middleton. (November 3, 2025)

5) *Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.*

- a) All managers completed in-house anti-harassment training specifically for managers provided by Peg Obrien from McClane Middleton (November 3, 2025).

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source
01/27/2025	Development Support Specialist	Indeed
02/03/2025	Leadership Circle Gift Officer	NHPR Website
09/01/2025	Sr. News Editor	Internal Promotion
09/02/2025	Sr. Dir of Dev & Revenue	Employee Referral
10/22/2025	Audience Engagement Producer	Employee Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 20

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
NHPR Website	2
Employment Consultant	1
LinkedIn	3
Indeed.com	4
Handshake	1
Employee referral	4
Internal	1
NH Center for Nonprofits	2
Chronicles of Philanthropy	1
OBRA	1

RECRUITING SOURCES USED

Job Title: Development Support Specialist

Date of Hire: 01/27/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 https://cpb.org/	n/a	202-879-9600
NHPR.org	N	2 Pillsbury Street, 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Handshake	N	https://joinhandshake.com/	n/a	https://app.joinhandshake.com/jobs/new
College Central Network	N	https://www.collegecentral.com/	n/a	https://www.collegecentral.com/CCNEngine/JobSDetl.cfm?SecTag=OfNfWeWm7Z
LinkedIn	N	https://www.linkedin.com/	n/a	https://www.linkedin.com/my-items/posted-jobs/
NHPR Twitter	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
NHPR Facebook	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Rebecca Lavoie	rlavoie@nhpr.org 603-228-8910
New Hampshire Center for Nonprofits	N	194 Pleasant St, Suite 14 Concord, NH 03301 https://www.nhnonprofits.org/	n/a	603-225-1947 info@nhnonprofits.org

Job Title: Leadership Circle Gift Officer

Date of Hire: 02/03/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
New Hampshire Center for Nonprofits	N	194 Pleasant St, Suite 14 Concord, NH 03301 https://www.nhnonprofits.org/	n/a	603-225-1947 info@nhnonprofits.org
NHPR.org	N	2 Pillsbury Street, 6th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Handshake	N	https://joinhandshake.com/	n/a	https://app.joinhandshake.com/jobs/new
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600
LinkedIn	N	https://www.linkedin.com/	n/a	https://www.linkedin.com/my-items/posted-jobs/
AFP – NNE	N	PO Box 1794 Brattleboro, VT 05302	n/a	admin@afp-nne
CFRE International	N	225 Reinekers Lane, Ste. 625, Alexandria, VA 22314	n/a	share@cfre.org
Chronicles of Philanthropy	N	1255 Twenty-Third St. NW. Washington, DC www.philanthropy.com	n/a	202-466-1050
Current/Public Media Jobs	N	4400 Massachusetts NW, Washington, DC 20016 https://current.org	n/a	clientserv@yourmembership.com

NH & VT Council of Charitable Gift Planners	N	https://nhvtgiftplanners.org	n/a	infor@nhvtgiftplanners.org
Philanthropy News Digest	N	Philanthropynewsdigest.org	n/a	pnd@candid.org
Women in Development, Greater Boston	N	22 Bates Rd 224, Mashpee, MA 02649	n/a	widgb@widgb.org
Women in Philanthropy	N	https://wipowm.wildapricot.org/	n/a	wipofwmass@gmail.com
Public Media Business Association	N	Pmbaonline.org 1300 Piccard Dr. Ste LL14 Rockville, MD 20850	n/a	301-990-9771
Greater Public	N	PO Box 303279 Austin, TX 78703-0055 https://greaterpublic.org/jobs	n/a	800-454-2314

Job Title: Senior News Editor

Date of Hire: 9/01/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
Indeed	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 https://cpb.org/	n/a	202-879-9600
NHPR.org	N	2 Pillsbury Street, 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org

Journalism Jobs	N	www.journalismjobs.com	n/a	info@journalismjobs.com 510-508-7386
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	n/a	info@nahjcareers.org 626-792-3846
Current/Public Media Jobs	N	4400 Massachusetts NW, Washington, DC 20016 https://current.org	n/a	clientserv@yourmembership.com
Indigenous Journalists Association	N	www.indegenousjournalists.org	n/a	contact@naja.com
National Association of Black Journalists	N	1100 Knight Hall, Suite 3100 College Park, MD 20742 Nabj.org	n/a	info@nabjcareers.org 626-792-3846
Asian American Journalist Association	N	AAJA.org	n/a	infor@aajacarers.org
South Asian Journalist Association	N	https://www.saja.org/	n/a	secretary@saja.org
LinkedIn	N	https://www.linkedin.com/	n/a	https://www.linkedin.com/my-items/posted-jobs/

Job Title: Sr. Director of Development & Revenue –

Date of Hire: 09/02/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
NHPR.org	N	2 Pillsbury Street, 6th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org

Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 Cpb.org	n/a	202-879-9600
LinkedIn	N	https://www.linkedin.com/	n/a	https://www.linkedin.com/my-items/posted-jobs/
AFP – NNE	N	PO Box 1794 Brattleboro, VT 05302	n/a	admin@afp-nne
CFRE International	N	225 Reinekers Lane, Ste. 625, Alexandria, VA 22314	n/a	share@cfre.org
Chronicles of Philanthropy	N	1255 Twenty-Third St. NW. Washington, DC www.philanthropy.com	n/a	202-466-1050
Current/Public Media Jobs	N	4400 Massachusetts NW, Washington, DC 20016 https://current.org	n/a	clientserv@yourmembership.com
NH & VT Council of Charitable Gift Planners	N	https://nhvtgiftplanners.org	n/a	infor@nhvtgiftplanners.org
Women in Development, Greater Boston	N	22 Bates Rd 224, Mashpee, MA 02649	n/a	widgb@widgb.org
Women in Philanthropy	N	https://wipowm.wildapricot.org/	n/a	wipofwmass@gmail.com
Public Media Business Association	N	Pmbaonline.org 1300 Piccard Dr. Ste LL14 Rockville, MD 20850	n/a	301-990-9771

Job Title: Audience Engagement Producer

Date of Hire: 10/22/2025

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
New Hampshire Works	N	45 South Fruit Street Concord NH 03301 www.nhworksjobmatch.nhes.nh.gov	n/a	603-224-3311 esinfo@nhes.nh.gov
Indeed	N	Indeed.com	n/a	https://www.indeed.com/support/contact?zlang=
Corporation for Public Broadcasting	N	401 Ninth Avenue, NW Washington, DC 20004-2129 https://cpb.org/	n/a	202-879-9600
NHPR.org	N	2 Pillsbury Street, 6 th floor Concord, NH 03301	Kelly Mahony	603-228-8910 kmahony@nhpr.org
Journalism Jobs	N	www.journalismjobs.com	n/a	info@journalismjobs.com 510-508-7386
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	n/a	info@nahjcareers.org 626-792-3846
Indigenous Journalists Association	N	www.indigenousjournalists.org	n/a	contact@naja.com
National Association of Black Journalists	N	1100 Knight Hall, Suite 3100 College Park, MD 20742 Nabj.org	n/a	info@nabjcareers.org 626-792-3846
Asian American Journalist Association	N	AAJA.org	n/a	infor@aaajacareers.org
South Asian Journalist Association	N	https://www.saja.org/	n/a	secretary@saja.org

Handshake	N	https://joinhandshake.com/	n/a	https://app.joinhandshake.com/jobs/new
NHPR Bluesky	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Dan Tuohy	dtuohy@nhpr.org 603-228-8910
NHPR Twitter	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Dan Tuohy	dtuohy@nhpr.org 603-228-8910
NHPR Facebook	N	2 Pillsbury Street, 6 th floor Concord, NH 03301 Nhpr.org	Dan Tuohy	dtuohy@nhpr.org
LinkedIn	N	https://www.linkedin.com/	n/a	https://www.linkedin.com/my-items/posted-jobs/

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