

NEW HAMPSHIRE PUBLIC BROADCASTING

ANNUAL EEO PUBLIC FILE REPORT

Stations WENH-TV, Durham/WEKW-TV, Keene/WLED, Littleton, New Hampshire

December 1, 2023 – November 30, 2024

Equal Employment Opportunity Report

New Hampshire PBS (NHPBS) is dedicated to fostering an inclusive and equitable workplace that supports diversity, professional development, and community engagement. As a public broadcaster, we recognize the importance of reflecting the diverse communities we serve, and we remain steadfast in our commitment to Equal Employment Opportunity (EEO).

Intern Program

NHPBS is committed to creating internship opportunities to encourage opportunities within Public Media. Intern data during this reporting period.

- **Total Interns: 9 (during reporting period)**
- **Partner Universities:**
 - University of New Hampshire
 - Boston College
 - Endicott College
 - Hofstra University
 - Hampshire College
 - University of Alabama
- **Internship Terms:**
 - Spring/Summer 2024 Interns: 6
 - Fall/Winter 2024 Interns: 2
 - Summer 2023 through Fall/Winter 2024 Intern Archivist: 1
- **Department Assignments:**
 - Communications: 3
 - Production: 2
 - News/Content: 3
 - Archivist: 1

The program provided hands-on training in television production using cutting-edge HD technology, with interns supporting flagship productions such as *Windows to the Wild*, Pledge drives, Auction events, and special projects. Their responsibilities included tasks like story research, interview scheduling, transcription, camera operation, set building, lighting, floor directing, graphic production, teleprompting, assistant directing, video editing with Adobe Premiere Pro, remote production using vMix, social media campaigns, email marketing, event support, and web content management.

In 2024, NHPBS enhanced its internship program by introducing hourly wages to encourage greater commitment from interns. Open to students pursuing careers in journalism, communications and broadcasting, the program provides academic credit or work-based experience while offering practical exposure across multiple departments, including Production, Local Content Development, Web/Digital, Communications, Educational Outreach, and IT. Through comprehensive training and hands-on experience, interns gain valuable skills and industry-relevant expertise, preparing them for future roles in public media. One of our interns created tik tok video explainers for youth voting in English and Spanish. We produced this in partnership with the Granite State News Collaborative and NH Informado.

Mentorship Program

To support new employees in their transition to NHPBS, we maintain a robust Staff Mentor Program. This initiative pairs new hires with experienced mentors from outside their immediate working groups for the first six months of employment. Mentors are selected based on their organizational knowledge, length of service, and area of expertise. These mentorships provided new employees with essential guidance and helped integrate them into the culture of NHPBS, while supervisors offered department-specific orientation.

Recruitment and Job Fairs

NHPBS continues to prioritize outreach to attract a diverse pool of candidates. We participated in the New Hampshire Association of Broadcasters (NHAB) Virtual Job Fair in November 2024; an initiative aimed at educating the public about career opportunities in broadcasting. The job fair attracted candidates from across the nation, and we thoroughly reviewed applications, interviewing those whose qualifications matched our current openings.

Training and Professional Development

NHPBS is committed to maintaining a workplace that is inclusive, respectful, and free from harassment. Annual workplace harassment and diversity training is required for all employees, conducted in partnership with the Corporation for Public Broadcasting (CPB). For the current reporting period, all staff completed these training modules by September 30, 2024. These sessions addressed key topics, including:

- Understanding and identifying acceptable and unacceptable workplace behavior.
- Recognizing and addressing harassment in the workplace.
- Reporting procedures and responsive actions to violations.

Additionally, ongoing training opportunities are offered throughout the year to further develop employee knowledge and skills.

Commitment to Diversity

NHPBS evaluates and updates its diversity goals annually, ensuring alignment with organizational values and community needs. We have established both formal and informal diversity training programs to enhance cultural awareness and foster leadership skills among our management team and staff.

Conclusion

At NHPBS, our mission goes beyond broadcasting; it includes nurturing a workplace culture where every individual is respected and empowered. Through strategic programs and initiatives, we continue to build a stronger, more inclusive organization that reflects the rich diversity of our audiences.

Recruitment

NHPBS did not fill any full-time vacancies during this reporting period (December 1, 2023- November 30, 2024).