

WMWV-FM, WVMJ-FM & WBNC-AM

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080 (c)(6) of the Federal Communication Commission’s EEO Rules.

This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WMWV-FM, WVMJ-FM, and WBNC-AM, Conway, NH and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning November 21, 2014 to and including November 20, 2015 (the “Applicable Period”).

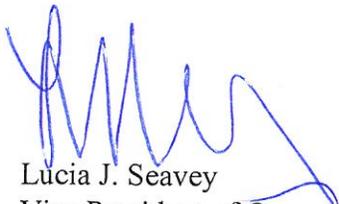
FCC EEO Rules require that this report contain the following information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c), (1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2030 (c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed in Appendix 1. Each of the referral sources listed under Column 1 was contacted for the position listed in Column 3.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.



Lucia J. Seavey
Vice President of Operations
11/20/2015

Appendix 1
Annual EEO Public File Report

Covering the Period from November 21, 2014 to November 20, 2015

Stations WMWV-FM, WVMJ-FM & WBNC-AM

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for This Position
Program Director	All Access/Mt. Washington Radio	6

Total Number of Persons Interviewed During Applicable Period: 6

Appendix 2

Annual EEO Public File Report
Covering the Period from November 21, 2014 to November 20, 2015

Stations WMWV-FM, WVMJ-FM & WBNC-AM

Section 2: Recruitment Source Information

<u>Column 1</u> Recruitment Source (Name, Address, Telephone # Contact Person)	<u>Column 2</u> Total Number of Interviewees This Source has Provided During This Period.	<u>Column 3</u> Full -Time Position for which This Source was utilized.
Mt. Washington Radio Box 2008 Conway, NH 03818 603-356-8870 Lucia Seavey	2	Program Director
NHAB Job Bank Jordan Walsh 707 Chestnut Street Manchester, NH 03104 Phone 603-627-9600 (online listing)	2	Program Director
Seacoast NAACP Purnell Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	Program Director
New England College Eugene Durkee 98 Bridge Street Henniker, NH 03242 Phone (603) 428 2310	0	Program Director
NH Employment Security Terri Eldridge 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924 (online listing)	0	Program Director
Patricia Gamelin Southern NH Univeristy 2500 N. River Rd. Manchester, NH 03106 Phone: 603-645-9630 (online listing)	0	Program Director

<u>Column 1</u> Recruitment Source (Name, Address, Telephone # Contact Person)	<u>Column 2</u> Total Number of Interviewees This Source has Provided During This Period.	<u>Column 3</u> Full -Time Position for which This Source was utilized.
New England College Jamie Lang, Interim Director, Career Services 3 Sundial Drive Manchester, NH 03101 Phone (603) 668-6660 Fax: (603) 666-4722 (online listing)	0	Program Director
Colby Sawyer College Kathy Taylor, Director of Career Development 100 Main Street New London, NH 03257 Phone (603) 526-3766 (online listing)	0	Program Director
The Cosby Center for Mass Comm. John Logan, Acting Director Central State University Wilberforce, OH 45384 Phone (937) 376 6261	0	Program Director
Dartmouth College Career & Employment Services Patrice Vidal 63 South Main Street, Suite 200 Hanover, NH 03755-2091 Phone (603) 646- 2215	0	Program Director
Employment Clearinghouse National Association of Broadcasters Michael McKinley 1771 N. Street NW Washington, DC 20036 Phone (202) 429-5497	0	Program Director
NH Vocational Rehabilitation Sheila Lambert 21 South Fruit Street Suite 20 Concord, NH 03301 Main number: (603) 271-3471	0	Program Director
National Association of Black College Broadcasters Lo Jelks, Chairman PO Box 3191 Atlanta, GA 30302 Phone (404) 526-6136	0	Program Director

<u>Column 1</u> Recruitment Source (Name, Address, Telephone # Contact Person)	<u>Column 2</u> Total Number of Interviewees This Source has Provided During This Period.	<u>Column 3</u> Full -Time Position for which This Source was utilized.
Ms. Joyce Rogers, Career Services Director Boston University College of Communications 640 Common Wealth Ave. Boston, MA 02215 Phone (617) 353-3590	0	Program Director
Lebanon College Dr. Grazuella Saccon, President 15 Hanover Street Lebanon, NH 03766 Phone (603) 448-2445	0	Program Director
South Asian Journalists Association Sreenath Screenivasan, Executive Director C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027 Phone (212) 854 7837	0	Program Director
Southern New Hampshire Outreach for Black Unity Ray Ealy PO Box 3323 Nashua, NH 03061-3323 Phone (603) 882-8994	0	Program Director
Portsmouth Regional Office Karen Little Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	Program Director
Shirley Sneve, Executive Director Native American Public Telecomm. 1800 N. 33 St. Lincoln, NE 68503 Phone (402)472-0208	0	Program Director
AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 Phone (310)457-6616	2	Program Director

* Indicates sources that have requested notification of job openings.

Column 1

Recruitment Source
(Name, Address, Telephone #
Contact Person)

Column 2

Total Number of Interviewees
This Source has Provided During
This Period.

Column 3

Full -Time Position for which
This Source was utilized.

Valerie Mahar, VP of Student Services
River Valley Community College
One College Place
Claremont, NH 03743
Phone (603) 542-7744

0

Program Director

Appendix 3

Annual EEO Public File Report
Covering the Period from
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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the WMWV-FM, WVMJ-FM & WBNC-AM

INITIATIVE:

Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Activity: Cornerstone Christian Academy Field Trip

Description: On June 3, 2015 8 eight grade students toured the station during a class field trip. They also spoke with an announcer and recorded audio and looked at processing

Activity: Job Shadow

Description: Between May 22, 2015 and June 3, 2015 an Interlakes High School Student visited the station three times shadowing different personnel at the station. He learned about operations, announcing and music selection and promoters and was in studio for a portion of the blues summit.

Activity: Job Shadow

Description: On October 4, 2015 an Interlakes High School Student visited the station and shadowed an announcer during a portion of the morning show, observed voice tracking and recording news features for future broadcasts.

INITIATIVE:

Establishment of an Internship Program designed to assist members of the community acquire skills needed for broadcast employment.

Activity: Internships

Description: From March 23, 2015 to August 12, 2015 an intern worked with the radio station staff to learn about the different areas of the radio station. She spent time in each of the areas of the radio station, observed air shifts, production, interviews, newscasts, remote broadcasts & reviewed commercial logs. She recorded network commercials onto our on-air computer system and ran the board for the announcer on the air during the morning show. She participated in the internship thru the KHS Work Based Learning program was able to earn school credit.

Activity: Internships

Description: From June 29, 2015 thru August 21, 2015 an intern worked with the radio station staff to learn about the different areas of the radio station. He spent time in different areas of the radio station, observed air shifts, newscasts, reviewed commercial logs & recorded network commercials onto our on-air computer system.

INITIATIVE:

Participation 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.

Activity: Station Tours

Description: On April 16, 2015 a group of Tiger Cub Scouts from pack #235 in Tamworth and Madison NH toured the Radio Stations. We discussed what each of the different areas of the radio station did (Ex. Sales, News, Announcers, Etc.) and recorded the Cub Scouts and demonstrated audio editing/processing.

Activity: Station Tours

Description: On April 10, 2015 a group of Cub Scouts from pack #150 in North Conway toured the Radio Stations. We discussed what each of the different areas of the radio station did (Ex. Sales, News, Announcers, Etc.) and the Cub Scouts recorded a PSA encouraging youngsters to join the Cub Scouts.

Activity: Job Shadow

Description: On March 27, 2015 a listener who is involved in podcasting, visited the station and completed a job shadow with Tony Zore. He observed voicetracking, an interview and audio editing.

INITIATIVE:

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Activity: NHAB Scholarship Program

Description: Radio station staff participated in the NHAB Scholarship program between February 17, 2015 and May 4, 2015. Our participation included a financial contribution to the NHAB. We also ran announcements encouraging students to apply for the scholarship. We reviewed all of the applications and all of our staff evaluated and ranked the applicants and then we presented the NHAB with our assessments.

INITIATIVE:

Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Activity: Conway Job & Resource Fair

Description: Radio station staff participated the Conway Job & Resource Fair on May 8, 2015 collecting resumes and providing information about the stations to interested job applicants.