

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, 2022 to and including November 20, 2023 (the “Applicable Period”).

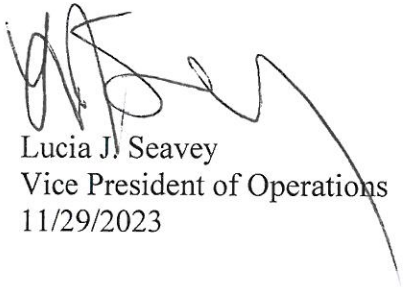
FCC EEO Rules require that this report contain the following information:

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 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
11/29/2023

Appendix 1
Annual EEO Public File Report

Covering the Period from November 21, 2022 to November 20, 2023

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

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
Account Executive	Mt. Washington Radio	2

Total Number of Persons Interviewed During Applicable Period: 2

Covid-19 has dramatically affected the job market in Mt. Washington Valley. We conducted typical recruitment activities and received a very limited response. Recruitment outside the local area has tended to be unsuccessful because it is nearly impossible to re-locate to the area due to a housing shortage. We continue to use our list of sources and to investigate other recruitment sources as we fill vacancies.

Appendix 2

Annual EEO Public File Report
Covering the Period from November 21, 2022 to November 20, 2023

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	Account Executive
NHAB Job Bank Tracy Caruso PO Box 5578 Manchester , NH 03108 Phone 603-232-0277 (online listing)	0	Account Executive
Seacoast NAACP Purnell Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	Account Executive
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	Account Executive
NH Employment Security 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924 (online listing)	0	Account Executive

<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.
Dartmouth College Career & Employment Services Patrice Vidal 63 South Main Street, Suite 200 Hanover, NH 03755-2091 Phone (603) 646- 2215	0	Account Executive
Heather Fink, Career Services Director Boston University College of Communications 640 Common Wealth Ave. Boston, MA 02215 Phone (617) 353-3590	0	Account Executive
Southern New Hampshire Outreach for Black Unity Ray Ealy PO Box 3323 Nashua, NH 03061-3323 Phone (603) 882-8994	0	Account Executive
Portsmouth Regional Office Linda Breden Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	Account Executive
Director Mass Communication Center Central State University 1400 Brush Row Rd Wilburforce, OH 45384 Phone (937) 376 6261	0	Account Executive

Appendix 3

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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:

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

Activity: Internships

Description: In November 2023 we began working with an intern with an interest in journalism. He began working with the news department to learn about the fundamentals of news gathering and interviewing.

INITIATIVE:

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

Activity: Field Trip

Description: On December 2, 2022, the students Jackson Grammer School visited the radio station, toured the studios, and recorded audio that was played on the air.

Activity: Career Exploration Day

Description: On June 2, 2023, we participated in the Pine Tree School Career Exploration day. Clay Groves visited Pine Tree School and discussed careers in radio and did recordings to show them what types of things we can do with audio.

Activity: Pine Tree Radio Club Field Trip

Description: On June 6, 2023, 10 students from Pine Tree Elementary School visited the radio station, toured the studios and recorded audio. The finished audio was played on the air.

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 2023 and May 2023. 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 our staff evaluated and ranked the applicants and then we presented the NHAB with our assessments.