

## 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 16, 2013 to and including November 20, 2014 (the “Applicable Period”).

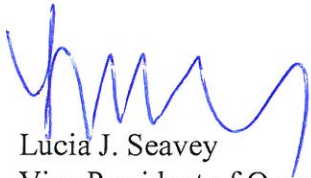
FCC EEO Rules require that this report contain the following information:

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  
11/20/2014

**Appendix 1**  
Annual EEO Public File Report

Covering the Period from November 16, 2013 to November 15, 2014

**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
Traffic Manager (PT/FT)	Mt. Washington Radio	18
News Director	Mt. Washington Radio	2
Traffic Manager (FT)	Mt. Washington Radio	11

Total Number of Persons Interviewed During Applicable Period: 31

## Appendix 2

Annual EEO Public File Report  
Covering the Period from November 16, 2013 to November 15, 2014

### 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	26	Traffic Manager News Director Traffic Manager
NHAB Job Bank 707 Chestnut Street Manchester, NH 03104 Phone 603-627-9600	0	Traffic Manager News Director Traffic Manager
Seacoast NAACP Purnell Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	Traffic Manager News Director Traffic Manager
New England College Eugene Durkee 98 Bridge Street Henniker, NH 03242 Phone (603) 428 2310	0	Traffic Manager Traffic Manager
NH Employment Security Terri Eldridge 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924	4	Traffic Manager News Director Traffic Manager
Patricia Gamelin Southern NH Univeristy 2500 N. River Rd. Manchester, NH 03106 Phone: 603-645-9630 (online listing)	0	Traffic Manager News Director Traffic Manager

<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.
Hesser College Jamie Lang, Interim Director, Career Services 3 Sundial Drive Manchester, NH 03101 Phone (603) 668-6660 Fax: (603) 666-4722 e-mail kdiaz@hesser.edu	0	Traffic Manager News Director Traffic Manager
Colby Sawyer College Kathy Taylor, Director of Career Development 100 Main Street New London, NH 03257 Phone (603) 526-3766	0	Traffic Manager News Director Traffic Manager
The Cosby Center for Mass Comm. John Logan, Acting Director Central State University Wilberforce, OH 45384 Phone (937) 376 6261	0	Traffic Manager News Director Traffic Manager
Dartmouth College Career & Employment Services Patrice Vidal 63 South Main Street, Suite 200 Hanover, NH 03755-2091 Phone (603) 646- 2215	0	Traffic Manager News Director Traffic Manager
Employment Clearinghouse National Association of Broadcasters Michael McKinley 1771 N. Street NW Washington, DC 20036 Phone (202) 429-5497	0	Traffic Manager News Director Traffic Manager
NH Vocational Rehabilitation Sheila Lambert 21 South Fruit Street Suite 20 Concord, NH 03301 Main number: (603) 271-3471	0	Traffic Manager News Director Traffic Manager
National Association of Black College Broadcasters Lo Jelks, Chairman PO Box 3191 Atlanta, GA 30302 Phone (404) 526-6136	0	Traffic Manager News Director Traffic Manager

<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	Traffic Manager News Director Traffic Manager
Lebanon College Dr. Grazuella Saccon, President 15 Hanover Street Lebanon, NH 03766 Phone (603) 448-2445	0	Traffic Manager News Director Traffic Manager
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	Traffic Manager News Director Traffic Manager
Southern New Hampshire Outreach for Black Unity Ray Ealy PO Box 3323 Nashua, NH 03061-3323 Phone (603) 882-8994	0	Traffic Manager News Director Traffic Manager
Portsmouth Regional Office Karen Little Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	Traffic Manager News Director Traffic Manager
Shirley Sneve, Executive Director Native American Public Telecomm. 1800 N. 33 St. Lincoln, NE 68503 Phone (402)472-0208	0	Traffic Manager News Director Traffic Manager
AllAccess.com 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 Phone (310)457-6616)	1	News Director

\* Indicates sources that have requested notification of job openings.

### Appendix 3

Annual EEO Public File Report  
Covering the Period from  
November 16, 2013 to November 15, 2014

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

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:** Western Maine Home School Coop

**Description:** On November 7, 2014 radio station staff participated in a home school group Radio Station Tour. Nine students toured the station and met with DJ's to record liners and a radio commercial and look at audio editing.

**INITIATIVE:**

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

**Activity:** Internships

**Description:** From 6/3/14 thru 8/13/14, 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 assisted with ASCAP music reporting.

**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 11, 2014 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.

**INITIATIVE:**

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

**Activity:** NHAB EEO Webinar

**Description:** On October 7, 2014 Lucia Seavey participated in the NHAB session “Recruiting, Hiring and Papering: The FCC’s EEO Rule for Broadcasters presented by Laurie Lynch Flick of Pillsbury Winthrop Shaw Pittman covering topics relating to EEO and the FCC rules and policies for broadcasters.