

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, 2018 to and including November 20, 2019 (the “Applicable Period”).

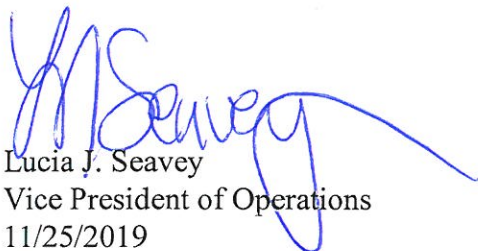
FCC EEO Rules require that this report contain the following information:

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
11/25/2019

Appendix 1
Annual EEO Public File Report

Covering the Period from November 21, 2018 to November 20, 2019

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
None		0

Total Number of Persons Interviewed During Applicable Period: 0

Appendix 2

Annual EEO Public File Report
Covering the Period from November 21, 2018 to November 20, 2019

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	0	
NHAB Job Bank Tracy Caruso PO Box 5578 Manchester, NH 03108 Phone 603-232-0277 (online listing)	0	
Seacoast NAACP Purnell Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	
New England College Eugene Durkee 98 Bridge Street Henniker, NH 0324 Phone (603) 428 2310 (online listing)	0	
NH Employment Security Jane Ryan 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924 (online listing)	0	
Patricia Gamelin Southern NH University 2500 N. River Rd. Manchester, NH 03106 Phone: 603-645-9630 (online listing)	0	

<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.
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Colby Sawyer College Kathy Taylor, Director of Career Development 100 Main Street New London, NH 03257 Phone (603) 526-3766 (online listing)	0	
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The Cosby Center for Mass Comm. John Logan, Acting Director Central State University Wilberforce, OH 45384 Phone (937) 376 6261	0	
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Dartmouth College Career & Employment Services Patrice Vidal 63 South Main Street, Suite 200 Hanover, NH 03755-2091 Phone (603) 646- 2215	0	
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Employment Clearinghouse National Association of Broadcasters Michael McKinley 1771 N. Street NW Washington, DC 20036 Phone (202) 429-5497	0	
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Ms. Joyce Rogers, Career Services Director Boston University College of Communications 640 Common Wealth Ave. Boston, MA 02215 Phone (617) 353-3590	0	
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<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
Southern New Hampshire Outreach for Black Unity Ray Ealy PO Box 3323 Nashua, NH 03061-3323 Phone (603) 882-8994	0	
Portsmouth Regional Office Linda Breden Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	
Shirley Sneve, Executive Director Native American Public Telecomm. 1800 N. 33 St. Lincoln, NE 68503 Phone (402)472-0208	0	
Valerie Mahar, VP of Student Services River Valley Community College One College Place Claremont, NH 03743 Phone (603) 542-7744	0	

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: Career Day

Description: On May 3, 2019 we participated in the Kennett High School Career Day and set up a display where students visited us throughout the morning and asked questions about careers in radio. One student followed up later visiting the studios and getting information about internships.

Activity: Career Day

Description: On May 9, 2019 we participated in Pine Tree Elementary School's Career Day. Our News Director was at 4 sessions with different groups of students and discussed careers in radio and did recordings to show them what types of things we can do with audio.

Activity: Career Day

Description: On May 31, 2019 the New Director visited the John Fuller Elementary School and participated in their career day, discussing careers in radio and doing recordings of students so that they could hear their voices and the different things we can do with audio.

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: Informational Meeting

Description: On July 5, 2019 a high school student who is interested in music toured the station and discussed different areas of the radio station and what each of the areas did as a part of his career exploration process. This was coordinated by Two Caps Vocational Services, LLC

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 21, 2019 and May 10, 2019. 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:

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

Activity: NH Commission for Human Rights & EEOC

Description: On August 15, 2019 Lucia Seavey participated in an employer workshop entitled "Money Moves: The Cost of Ignoring EEO Compliance in the Workplace" to discuss Equal Employment Opportunity and the risks involved in not administering it properly. The workshop featured a speaker from the US EEOC as well as commissioners from the NH Commission for Human Rights.