

Annual Equal Employment Opportunity (EEO) Report
March 31, 2015 - March 30, 2016

Radio Station WNBT AM/FM and WNBQ

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Sections 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WNBT AM and FM and WNBQ FM and is required to be placed in the public inspection files of these stations, and posted on their website www.wnbt.net.

The information contained in this Report covers the time period beginning March 31, 2015 to and including March 30, 2016.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

- 1- A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
- 2- For each such vacancy, the recruitment sources utilized to fill the vacancy, 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 73.208 (e) (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 positions listed on Appendix 1.

For 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 and/or over the telephone.

NEW HIRES 2015-2016 - None

Appendix 3 Section 3:

**Supplemental Recruitment Activities Undertaken to fulfill the requirements of the
FCC: (non-Vacancy Specific): Menu Option Items:
SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY STATION**

STATION (S) CLAIMING CREDIT: WNBT AM/FM, WNBQ-FM

**1. TYPE OF ACTIVITY UNDER NEW EEO RULE: [JOB FAIR, SCHOLARSHIP PROGRAM ETC.]
COMMUNITY OUT REACH**

DATE OF STATION PARTICIPATION : 8/24/15, 3/16/16

PARTICIPATING EMPLOYEES : - AL HARER, LYNN GRINNELL

**8/24/15- AL HARER - NORTHERN TIER INDIVIDUAL AND EDUCATION CONSORTIUM
BRIEF DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:**

**AL HARER SPOKE WITH A REPRESENTATIVE FROM FROM N.T.I.E.C. AND PROVIDED
HIM WITH INFORMATION CONCERNING CAREER OPPORTUNITIES IN BROADCASTING,
AND DISCUSSED INTERN PROGRAM POSSIBILITIES WITH STUDENTS FROM THE AREA
HIGH SCHOOL DISTRICTS.**

3/16/16 - LYNN GRINNELL - SOUTHERN TIOGA SCHOOL DIST. CAREER FAIR

BRIEF DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

**ATTENDED THE 10TH ANNUAL CAREER FAIR SPONSORED BY THE NORTHERN TIER
REGIONAL PLANNING & DEVELOPMENT COMMISSION AND PROVIDED INFORMATION
TO STUDENTS CONCERNING A CAREER IN RADIO, AND GIVING STUDENTS A CHANCE
TO BE ON THE AIR LIVE.**

**WNBT AM/FM, WNBQ-FM HAS CONTINUED A PILOT PROGRAM TO OFFER
INTERNSHIPS TO MANSFIELD UNIVERSITY STUDENTS THAT ARE INTERESTED. THERE
WERE NO STUDENTS INTERNS FROM MANSFIELD UNIVERSITY IN THIS TIME PERIOD.**

**ON GOING EFFORTS INCLUDE JOB OPPORTUNITIES WHEN AVAILABLE ARE POSTED
ON THE STATION WEBSITE, AND A REGULAR ON GOING ON AIR ANNOUNCEMENT
ASKING ANY ORGANIZATIONS THAT WOULD LIKE TO BE NOTIFIED OF JOB OPENINGS
TO CONTACT THE STATION.**

**AT THIS TIME, WNBT AM/FM-WNBQ DOES NOT HAVE FIVE (5) OR MORE FULLTIME
EMPLOYEES, AND AT THIS TIME WE DO NOT EXPECT TO EXPAND THE FULLTIME
EMPLOYEE NUMBER. HOWEVER WE HAVE CONTINUED OUR RECRUITMENT
EFFORTS, SHOULD WE NEED TO EXPAND OR REPLACE FULLTIME MEMBERS OF THE
STAFF IN THE FUTURE AND ARE SHOWING THESE EFFORTS IN THIS REPORT,
ALTHOUGH NOT REQUIRED TO DO SO.**

Posted to WNBT Website on March 30, 2016

Placed in Station Public File on March 30, 2016

Al Harer

President Farm & Home Broadcasting Co.

Station Manager, WNBT AM/FM, WNBQ-FM