

**EEO PUBLIC FILE REPORT**  
CONCORD-LAKES-LEBANON, NH EMPLOYEE UNIT  
WBIN MEDIA COMPANY, INC. dba BINNIE MEDIA

**FOR**

**WJYY-FM**  
**WNHW-FM**  
**WNNH-FM**  
**WLNH-FM**  
**WEMJ-AM/FM**  
**WXLF-FM**  
**WZLF-FM**

**This EEO Public File Report**  
**Covers the Period**  
**December 1, 2018 – November 30, 2019**

**WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM/FM,  
WXLF-FM and WZLF-FM**

**EEO PUBLIC FILE REPORT**

**December 1, 2018 - November 30, 2019**

This EEO Public File Report is filed in Stations WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM/FM, WXLF-FM, and WZLF-FM inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one-year time-period ending November 30, 2019 (the "Reporting Period") for WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM/FM, WXLF-FM, and WZLF-FM.

Sections I through III of the attached report are intended to provide the information required by the FCC's EEO Rule. Sections I and II contain the following information for each full-time vacancy:

- The vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each fulltime vacancy;
- The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- The total number of persons interviewed for each recruiting source over the Reporting Period.

Section III contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Heath Cole, at (603) 230-9000.

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Vacancies Filled

WJYY-FM, WNHW-FM, WNNH-FM, WLNH, WEMJ-AM/FM, WXLF-FM, and WZLF-FM

Position #	Job Title	Recruitment Sources used to fill position	Recruitment Source for hiree	Total number of persons interviewed	Date Position Opened	Date Position Filled
1	SALES ACCOUNT EXEC.	On air announcements, New Hampshire Association of Broadcasters, Job Bank, Station Websites, and Facebook. Employee Referrals Indeed. LinkedIn.	CURRENT EMPLOYEE	1	4/28/2019	6/3/2019
2	TEAM CAPTAIN U.V.	On air announcements, New Hampshire Association of Broadcasters, Job Bank, Station Websites, and Facebook. Employee Referrals Indeed. LinkedIn.	EMPLOYEE REFERRAL	1	5/1/2019	6/3/2019
3	RECEPTIONIST	On air announcements, New Hampshire Association of Broadcasters, Job Bank, Station Websites, and Facebook. Employee Referrals Indeed. LinkedIn.	INDEED.COM	3	6/20/2019	7/1/2019
4	SALES ACCOUNT EXEC.	On air announcements, New Hampshire Association of Broadcasters, Job Bank, Station Websites, and Facebook. Employee Referrals, Indeed. LinkedIn.	INDEED.COM	4	9/1/2019	9/17/2019
5	SALES ACCOUNT EXEC.	On air announcements, New Hampshire Association of Broadcasters, Job Bank, Station Websites, and Facebook. Employee Referrals, Indeed. LinkedIn.	EMPLOYEE REFERRAL	2	10/1/2019	11/10/2010

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
2	ABCD, Inc 178 Tremont St Boston, Massachusetts Phone : 617 657-6000 Url : <a href="http://www.bostonabcd.org">http://www.bostonabcd.org</a> Email : <a href="mailto:hr@bostonabcd.org">hr@bostonabcd.org</a> Fax : 1-617-423-7693 Robert Cord	N	0
3	Asian American Civic Association 87 Tyler St 5th Floor Boston, Massachusetts Phone : 617 426-9492 Url : <a href="http://aaca-boston.org/site/">http://aaca-boston.org/site/</a> Email : <a href="mailto:info@aaca-boston.org">info@aaca-boston.org</a> Fax : 1-617-482-2316 Wendy Huang	N	0
4	Asian American Journalist Assoc-New England Chapter . ., New Hampshire Phone : 781-433-4217 Url : <a href="http://www.aajane.org">http://www.aajane.org</a> Email : <a href="mailto:newengland.aaja@gmail.com">newengland.aaja@gmail.com</a> Sagita Chandra	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761	N	0

	Email : rrobinson@batestech.edu Roland Robinson		
6	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Dana Faulconer Manual Posting	N	0
7	Broadcasting & Cable 11 West 42nd Street New York, New York Phone : 845-678-3334 Url : https://www.broadcastingcable.com/ Michael Demenchuk Manual Posting	N	0
8	Career Collaborative, Inc 77 Summer Street 11th Floor Boston, Massachusetts Phone : 617-424-6616 Url : http://www.careercollaborative.org Email : info@careercollaborative.org Chris Berg	N	0
9	Career Connections NH 74 Northeastern Blvd Nashua, New Hampshire 03062 Phone : 603-880-7184 Url : http://www.careerconnectionsnh.com/ Career Services Manual Posting	N	0
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee	N	1
	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Email : ellen.shaw-peterson@va.gov Ellen Shaw		
12	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
13	Employee Referral	N	3

14	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
15	Greater Manchester Chamber of Commerce 54 Hanover Street Manchester, New Hampshire 03101 Phone : 603-666-6600 Career Services Manual Posting	N	0
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	7
17	Journalismjobs.com . Oakland, California Phone : 510-508-7386 Email : contact@journalismjobs.com Career Services	N	0
18	Latin American Student Organization, NorthEastern University 104 Forsyth St Boston, Massachusetts Phone : 617-373-5845 Url : http://www.neu.edu.org Email : r.torres@neu.edu Fax : 1-617-373-7888 R. Torres	N	0
19	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	0
20	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-727-1354 Url : http://www.massgov.com Email : paula.santagati@state.ma.us Paula Santagati	N	0
21	Media Line PO Box 51909 Pacific Grove, California 93950	N	0

	Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilston		
22	Media Match 8112 1/2 West 3 <sup>rd</sup> Street Los Angeles, California 90048 Phone : 323-284-5589 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Career Services	N	0
23	MediaBistro 825 8 <sup>th</sup> Avenue 29 <sup>th</sup> Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
24	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : <a href="http://www.merrimack.edu.org">http://www.merrimack.edu.org</a> Robert Keohan Manual Posting	N	0
25	NAHJ 1050 Connecticut Ave NW 10 <sup>th</sup> Floor Washington, District of Columbia 20036 Phone : 888-281-9066 Career Services Manual Posting	N	0
26	NE School of Communications 1 College Circle Bangor, Maine 04401 Phone : 888-877-1876 Email : <a href="mailto:devineb@nescom.edu">devineb@nescom.edu</a> Bill Devine	N	0
27	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Jose McMurray Manual Posting	N	0
28	NH Association of Broadcasters PO Box 5578 Manchester, New Hampshire 03108 Phone : 603-232-0277 Url : <a href="http://nhab.org/">http://nhab.org/</a> Email : <a href="mailto:tracy@nhab.org">tracy@nhab.org</a> Fax : 1-603-232-0277 Tracy Caruso	N	0

29	NH Works 45 South Fruit Street Concord, New Hampshire 03301 Phone : 603-228-4083 Career Services Manual Posting	N	0
30	Previous Employee	N	0
31	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
32	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Fax : 1-317-846-9120 Scott Jones Manual Posting	N	0
33	South Asian Journalist Association . ., New Hampshire Phone : . Url : http://www.sree.com Email : sree@sree.net Sreenath Sreenivasan	N	0
34	Southern Maine Comm.College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny	N	0
35	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
36	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
37	WBIN Media Co. Inc. Facebook Pages/Concord-Lakes-Lebanon <a href="https://www.facebook.com/1055jyy">https://www.facebook.com/1055jyy</a> <a href="https://www.facebook.com/933thewolf">https://www.facebook.com/933thewolf</a>	N	0

	<a href="https://www.facebook.com/FrankFMradio">https://www.facebook.com/FrankFMradio</a> <a href="https://www.facebook.com/1077ThePulse">https://www.facebook.com/1077ThePulse</a> <a href="https://www.facebook.com/953thewolf">https://www.facebook.com/953thewolf</a>		
38	WBIN Media Co. Inc. On-Air Announcements: WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM/FM, WXLN-FM, WZLN-FM	N	0
39	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : <a href="http://www.ulem.org">http://www.ulem.org</a> Email : <a href="mailto:acervin@ulem.org">acervin@ulem.org</a> Fax : 1-617-442-0562 Career Services	N	0
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>
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<b>11</b>
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**III. RECRUITMENT INITIATIVES**

<b>Menu Option Initiative</b>	<b>Description</b>
Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.	Binnie Media has set up an internship/job shadow program at the radio stations in the unit. The program is designed to provide students with an opportunity to learn about broadcasting. Students get hands on experience in marketing, promotions, engineering, sales, and support.
Participation in Job Fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Binnie Media participated in 3 Virtual Job Fairs hosted by the New Hampshire Association of Broadcasters in December 2018; March 2019; and June 2019. Information about career opportunities at Binnie Media, as well as specific job requirements and contact information to apply was included. All Binnie Media Radio Stations promoted the Job Fairs.
Participation in scholarship programs for broadcast careers.	Binnie Media participated in the 2019 New Hampshire Association of Broadcasters Student Scholarship program with a financial contribution; by running commercials on all stations to inform students of the availability of the program; and by participating in the judging of entries.
Community Outreach and Education	Binnie Media offered and hosts community groups to tour our facilities and learn about our industry. We have hosted Scouts, Rotary groups, as well as hosted Chamber of Commerce After Hours events in several facilities for the business community.