

WBIN Media Company, Inc. dba Binnie Media

CONCORD -LAKES-WEST LEBANON NH EMPLOYEE UNIT

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WNNH-FM, WNHW-FM, WJYY-FM, WLNH-FM, WXLN-FM, WZLF-FM, WEMJ-AM

The information in this report covers the time period beginning December 1, 2013 to and including November 30, 2014. 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 Stations comprising the Station Employment Unit during the applicable period. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, the total number of interviewees conducted, and the recruitment source for each interviewee.
2. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

Job Vacancies Filled

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	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Client Referrals, Industry Websites, Local Newspapers	On Air Radio Ads	3	7/15/2013	1/21/2014
2	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Client Referrals, Industry Websites, Local Newspapers	Local Paper Ad	4	3/29/2014	5/5/2014
3	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Client Referrals, Industry Websites, Local Newspapers	Employee Referral	4	3/29/2014	7/10/2014
4	Program Director	On air announcements, New Hampshire Association of Broadcasters Job Bank, Employee Referrals, Industry Websites, Local Newspapers	Employee Referral	2	11/20/2013	3/21/2014
5	Production Director/Announcer	On air announcements, New Hampshire Association of Broadcasters Job Bank, Employee Referrals, Industry Websites, Local Newspapers	Employee Referral	1	9/27/2014	10/11/2014

During the previous 12 months, there were a total of 14 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown.

Recruitment Source	Number of persons interviewed from source	Number of persons hired from source
Employee Referral	4	3
Concord Monitor	1	0
Laconia Sun	2	1
On Air Radio Ads	1	1

Binnie Media

Concord-Lakes Region-West Lebanon, NH

Recruitment Source List

(Positions are referencing position numbers on Job Vacancies Filled Page)

Concord Monitor

Deborah Spaulding

PO Box 1177

Concord, NH 03302

(603) 224-5301

Received notification for positions: 1,2,3

Valley News

Kelly Vigue

PO Box 877

White River Junction, VT 05001

(603) 298-8711

Received notification for positions: 5

Laconia Daily Sun

Karin

1127 Union Ave.

Laconia, NH 03246

(603) 757-2010

Received notification for positions: 1,2,3

All Access Music Group

No contact needed for posting.

www.allaccess.com

Received notification for positions: 5

New Hampshire Association of Broadcasters Job Bank

Jordan Walton

707 Chestnut St.
Manchester, NH 03104
phone: 603.627.9600

www.nhab.org

Received notification for positions: All

Binnie Media Radio Station Websites

Mike Trombly

PO Box 7326

Gilford, NH 03247

(603) 524-1323

www.wjyy.com

www.wlnh.com

www.953thewolf.com

www.991frankfm.com

www.933thewolf.com

Received notification for positions: All

Southern New Hampshire University

Career Development Office

Brenda Rossingnal

2500 N. River Road

Manchester, NH 03106

(603) 645-9624

Received notification for positions: 1,2,3 (through SNHU Career Expo Participation)

On Air Announcements – Binnie Media Radio Stations

Mike Trombly

PO Box 7326

Gilford, NH 03247

(603) 524-1323

WLNH 98.3

WJYY 105.5

WNNH 99.1

WNHW 93.3

WXLF 95.3

WZLF 107.1

WEMJ 1490AM

Received notification for positions: All

Monster.com

No contact needed for positing. Concord Monitor posts as part of placing ad with them.

www.monster.com

Received notification for positions: 1,2,3

NH Department of Employment Security

Ginger Dubois

32 South Main Street

Concord, NH 03301

(603) 228-4100

Received notification for positions: 1,2,3 (through NHDES Job Fair Participation)

During the last twelve months, the station employment unit engaged in the following menu option initiatives:

Menu Option Initiative	Description
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 program at the radio stations in the unit. The internship program is designed to provide students with an opportunity to learn about broadcasting. Interns get hands on experience in marketing, promotions, engineering, sales, support, and live broadcasts. We hosted students from Bethany College, Endicott College, and St. Anslem College during the reporting period.
Participation in events sponsored by organizations interested in broadcast employment issues.	Binnie Media participated in a day long Career Day event at Hinsdale High School in Hinsdale, NH on 4/29/14. General Manager Mike Trombly spoke to students about potential careers in broadcasting.
Participation in events sponsored by organizations interested in broadcast employment issues.	Binnie Media Sponsored and participated in the Women's Leadership Summit at St. Anselms College in Manchester, NH On 6/11/14. The day long event featured various educational seminars devoted to helping Women advance in their careers. The event was also attended by 9 Binnie Media employees.
Participation in scholarship programs for broadcast careers.	Binnie Media participated in the 2014 New Hampshire Association of Broadcasters Student Scholarship program with both a financial contribution and by running commercials on all stations to inform students of the availability of the program.
Participation in Job Fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Binnie Media participated in 6 Job/Career Fairs during the reporting period. Promotions Director Kim Kessler and/or General Managers Mike Trombly or Tracy McDonald attended events on 2/12/14 at Southern New Hampshire University; 3/19/14 at Mt. Washington College; 4/22/14 at Manchester Community College (Sponsored by the New Hampshire Association of Broadcasters); 6/18/14 at the Manchester Career Fair at St. George Greek Orthodox Church; 10/1/14 at Southern New Hampshire University; and 10/2/14 at Mt. Washington College.

<p>Training of management level personnel as to methods of ensuring equal employment opportunities.</p>	<p>On 10/7/14, General Manager Tracy McDonald participated in webinar training sponsored by the New Hampshire Association of Broadcasters entitled "Making It Work: A Broadcaster's Guide to the FCC's EEO Rules".</p>
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