

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, 2014 to and including November 30, 2015. 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, Industry Websites	Employee Referral	3	1/5/2015	2/3/2015
2	Asst. Program Director	All Access, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Internal Posting	Internal Positing	9	5/11/2015	6/8/2015
3	Sales Manager	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	Employee Referral	2	7/1/2015	8/3/2015
4	On Air Personality	All Access, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Internal Posting	All Access	4	9/1/2015	9/17/2015
5	Production Director	All Access, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Internal Posting. NH DES Website	Employee Referral	3	2/5/2015	3/18/2015

During the previous 12 months, there were a total of 22 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
Internal Posting	4	1
All Access	10	1
On Air Radio Ads	2	0
NHAB.org	2	0

Binnie Media

Concord-Lakes Region-West Lebanon, NH

Recruitment Source List

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

All Access Music Group

No contact needed for posting.

www.allaccess.com

Received notification for positions: 2,4,5

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

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

Patricia Caruso

2500 N. River Road

Manchester, NH 03106

(603) 645-9624

Received notification for positions: 1

On Air Announcements – Binnie Media Radio Stations

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

NH Department of Employment Security

Ginger Dubois

32 South Main Street

Concord, NH 03301

(603) 228-4100

Received notification for positions: 5

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 UMASS Lowell, Plymouth State University, Hobart and Williams College, and Gilford High School during the reporting period.
Hosted our own Job Fairs	Binnie Media hosted Job Fairs where potential candidates could learn about careers in broadcasting. Four events were held in September 2015 in West Lebanon, NH; Concord, NH; Laconia, NH; and Nashua, NH.
Participation in scholarship programs for broadcast careers.	Binnie Media participated in the 2015 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 four Job/Career Fairs during the reporting period hosted by other organizations. Personnel with hiring responsibility attended these events at Southern New Hampshire University (two different events); Manchester Community College (Sponsored by the New Hampshire Association of Broadcasters); and Nashua Community College.