

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO.

Section I

Legal Name of the Licensee ZONE CORPORATION		
Mailing Address PO BOX 1929		
City BANGOR	State or Country (if foreign address) ME	Zip Code 04402 - 1929
Telephone Number (include area code) 2079902800	E-Mail Address (if available) HOWIE@ZONERADIO.COM	
Facility ID Number 66674		Call Sign WZON
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report
 Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WKIT-FM	25747	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BREWER, ME	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WZLO	12882	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DOVER-FOXCROFT, ME	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WZON	66674	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	BANGOR, ME	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name ZONE CORPORATION		Street Address PO BOX 1929		
City BANGOR	State ME	Zip Code 04402-1929	Telephone Number 2079902800	

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent HOWARD L SOULE
Title DIRECTOR OF ENGINEERING	Telephone No. (include area code) 2079902800
Date 11/29/2017	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: HOWARD L SOULE	Title: DIRECTOR OF ENGINEERING
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

WKIT, WZLO, WZON and W252CT 2015-2016 Annual EEO Report

Appendix 1: Vacancy Information

Full Time Positions	Recruitment Source	Total Interviewees
Account Executive	on-air-ad	6

Appendix 2: Recruitment Source Information

Recruitment Source	Interviews this source	Position
In House notification	1	On Air Ad Exec
WKT/WZON	2	Acct Exec
Resume's on file	3	Acct Exec

Appendix 3: Supplemental Recruitment Activities Undertaken by Station

1. Management Training, Maine HR Conference
2. Management Training, Maine Worker's Com Summit
3. Opportunities in Broadcasting Media Camp
4. Job Fairs, Maine Career Center
5. Internship Program

WKIT-FM, WZLO, WZON AND W252CT: Annual; EEO Public File Report Narrative

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: WKIT-FM, Brewer, Maine, WZLO Dover-Foxcroft WZON Bangor and W252CT Bangor and is required to be placed in the public inspection files of these stations and posted on the station's websites, if they have websites.

The information contained in this report covers the time period beginning December 1, 2015 and including November 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's comprising 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)(I)(ii) of the rules which should be separately identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire 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 initiatives undertaken pursuant to the above FCC rules.

Appendices 1,2 and 3 which follow have been designed 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 full time job positions listed in 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.

Licensee employees 14 full-time, 4 part-time. 5 full-time employees were lost during this reporting period due to changing business climate. Only one employee was replaced.

WKIT-FM, WZLO, WZON and W252CT 2017-2018 Annual Report

Full Time Positions	Recruitment	Total Interviewees hired	Hired
Sales Associate (1) March 2018	Off-Air-Ad (all stations)	Response 3	2
Sales Associates (1)	off air-ad (all stations)	Respons 2	0
Sales Associates (1)	off air-ad (all stations)	response3	0

The Zone Corporation employes 15 full time and 4 part time people.

Human Resources Director attended HR traning may 7 through may 11 in Rockland Maine

WKIT-FM, WZLO, WZON AND W252ct, ANNUAL EE) Public File Report Narrative

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The information contained in this report covers the time period beginning December 1, 2017 and including November 20, 2028.

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's comprising 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 rules which should be separately identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hire 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 initiatives undertaken pursuant to the above FCC rules.

Appendices 1,2 and 3 which follow have been designed 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 full time job positions listed in appendix 1.

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