

WKIT-FM Response to request for EEO/FCC Audit

Segment 2

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio
 861 Broadway
 Bangor, ME 04401
 (207) 990-2800 www.zoneradio.com

State of ^{Maine}
 County of ^{Penobscot}

DATE
 7/30/17

Invoice Number
 54688

Renee Bouchard

31 Jul 17

Advertiser: ZONE CORP I.T. EMPLOYMENT

PRO054 ZONE CORP

Carey Louis Haskell
 6/16/2023

Page :

DATE	ACCOUNT/PROGRAM DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 26847 / DIGITAL/I.T. EMPLOYMENT				
	"EMPLOYMENT-DIGITAL/I.T."				
7/27/17	WZON AM 656 1147 2130	30	3	0.00	0.00
7/28/17	WZON AM 827 1230	30	2	0.00	0.00
7/29/17	WZON AM 957 1445	30	2	0.00	0.00
7/30/17	WZON AM 2053 2345	30	2	0.00	0.00
7/29/17	RED SOX BASEBALL WZON AM 2224	30	1	0.00	0.00
7/30/17	RED SOX BASEBALL WZON AM 1709	30	1	0.00	0.00
	Total Sales -----		11		0.00

Sales Rep:HOUSE

This invoice was prepared from official station program logs.
 Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio
 861 Broadway
 Bangor, ME 04401
 (207) 990-2800 www.zoneradio.com

State of ^{Maine}
 County of ^{Penobscot}

DATE
 7/30/17
 Invoice Number
 54689

Renee Bouchard
 31 Jul 17

Advertiser: ZONE CORP I.T. EMPLOYMENT

PRO054 ZONE CORP

Carey Louis Haskell
 6/16/202

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 26847 / DIGITAL/I.T. EMPLOYMENT				
	"EMPLOYMENT-DIGITAL/I.T."				
7/27/17	WKIT FM 1313 1943 2243	30	3	0.00	0.00
7/28/17	WKIT FM 1042 2040 2313	30	3	0.00	0.00
7/29/17	WKIT FM 1248 1743 2156	30	3	0.00	0.00
7/30/17	WKIT FM 1143 1547 1839	30	3	0.00	0.00
	Total Sales -----		12		0.00

Sales Rep:HOUSE

This invoice was prepared from official station program logs.
 Times shown above are accurate plus or minus 8 minutes.

0.00

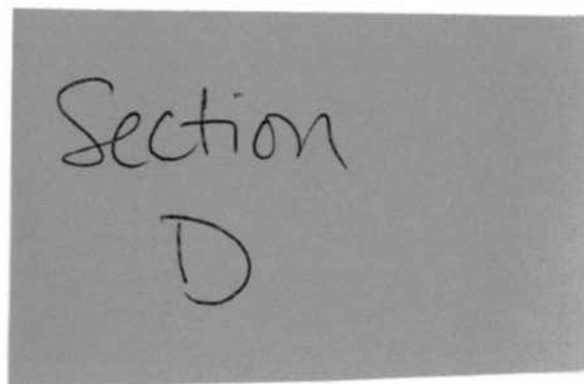
Please Pay This Amount _____

20th Annual Spring Career Fair Confirmation

1 message

Ruggiero, Paul B. <Paul.B.Ruggiero@maine.gov>

Fri, May 19, 2017 at 10:42 AM

Confirmation Notice**20th Annual Spring Career Fair****Tuesday, May 23, 2017, 9:00AM - 12:00PM****Cross Insurance Center, 515 Main St, Bangor*****Thank you for agreeing to join us!******Important Information & Reminders:***

- Employers, thank you for listing your openings in the Maine Job Link. By listing your openings you gain access to a database with thousands of registered job seekers.
- You may arrive one hour prior to the event to set up.
- Electrical power will be provided to your table if you ordered it online or indicated on the paper registration form.
- Each table will be clothed and skirted (white and black respectively). It is fine if you prefer to bring your own branded linen.
- You may unload your displays and supplies at the loading dock off of Buck Street. This is for unloading only. You may park in the lot behind the building or on Dutton Street. Please refrain from parking in the Residence Inn parking lot on Dutton Street.
- The Cross Center will have a concession stand available for all participants attending the fair who would like to purchase refreshments.
- Bottled water in reusable containers are allowed into the facility. You may also take advantage of the two water stations in the Grand Ballroom.
- Wireless Internet is available at the Cross Insurance Center. Network is **Cross Center** and Pass Key is **crossguest30**.
- A photocopier is available in the office at the Cross Center. The cost is \$.25 per copy. It is recommended that you come prepared with enough copies to alleviate this extra cost.
- The Cross Insurance Center is a non-smoking facility. If you wish to smoke you may do so outside any of the exits.
- You may adhere items to the wall in the Grand Ballroom using **blue painter's tape only**.
- Restrooms are located in the hallway closest to Dutton Street.
- Four weeks after the fair, the CareerCenter will be mailing a survey requesting feedback on the number of candidates interviewed/hired due to participation in our fair.
- Attached you will find some career fair tips if this is your first time attending a fair.
- For directions to the fair click [here](#)
- To see a complete list of vendors participating click [here](#)



CERTIFICATE OF

To Whom It May Concern,

Please be advised that Jennifer Hansen of Zone Radio attended The Maine Human Resources Convention, which was held May 9-12, 2017 at the Samoset Resort in Rockport, ME.

Strategic HR U.S.

4 Moulton Street
P.O. Box 7727
Portland, ME 04112

207.761.8350

www.StrategicHRus.com
Info@StrategicHRus.com

Rachel Burgard

Attendee Liaison • Relationship Strategist

Strategic HR U.S.

p: (207) 761-8350 | e: Rachel@StrategicHRus.com
4 Moulton Street, Portland, ME 04112

Producers of



Help Wanted Announcer

WHAT YOU ARE ABOUT TO HEAR IT UNBELIEVEABLE...FOR THE FIRST TIME THIS CENTURY WKIT HAS...AN OPENING FOR A FULL TIME ON AIR ANNOUNCER. THE X MEN HAVE HAD MORE OPENINGS THAN WE'VE HAD FOR FULL TIME ON AIR POSTIONS ON KIT/^{Candidates Tom from Radio show} STATISTICALLY SPEAKING YOU WOULD HAVE AN EASIER TIME GETTING HIRED BY PROFESSOR X ~~TO BE WOLVERINES TEAM MATE~~ THAN GETTING A CHANCE TO JOIN THE MUTANTS HERE AT WKIT AND ZONERADIO. THE RIGHT PERSON MUST HAVE CERTAIN ABILITIES INCLUDING BEING ABLE TO DO AN AWESOME LIVE ROCK RADIO SHOW,COMMERCIAL PRODUCTION...ALSO PREFERRABLE BUT NOT NECESSARY COMPUTER SKILLS,TELEKINESIS,TELEPORTATION ABILITY AND LEVITATION. AN ADAMANTIUM SKELETON IS ALSO A PLUS. IF THIS SOUNDS LIKE YOU PLEASE SEND RESUME AND DEMO TO BOBBY RUSSELL AT JOBS@ZONERADIO.COM,THIS IS AN OPPORTUNITY THAT ONLY COMES UP ABOUT EVERY 25 YEARS OR SO. IF YOU WOULD LIKE TO JOIN THE MUTANTS AT STEPHEN KINGS ROCK STATION AND BECOME A FULLTIME ZONEHEAD AT OUR EXTENDED UNIVERSE OF ZONERADIO,MAKE YOUR MOVE ASAP BY SENDING YOUR DEMO AND RESUME TO BOBBY RUSSELL AT JOBS@ZONERADIO.COM THAT'S JOBS@ZONERADIO.COM.

*Do you realize the X men have had more
more candidates here than the X men they have done
any full time on air jobs?*

ON AIR
Talent



On Air Announcer

The Zone Corporation • Bangor, Maine Area • Job posted December 13, 2017
Daily Budget: \$50.00 Total Spend: \$0.00

REVIEW CANDIDATES MANAGE CANDIDATES

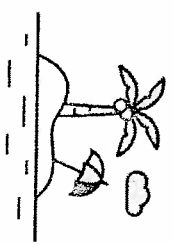
+ Add a candidate

uncontacted	contacted	applied	phone screen	interview	offer	start
0	0	0	0	0	0	0

All active candidates: 0

Manage

Show me stats



You currently have no candidates in the uncontacted stage



CERTIFICATE OF

To Whom It May Concern,

Please be advised that Jennifer Hansen of Zone Radio attended The Maine Human Resources Convention, which was held May 8 -11, 2018 at the Samoset Resort in Rockport, ME.

Strategic HR U.S.

4 Moulton Street
P.O. Box 7727
Portland, ME 04112

207.761.8350

www.StrategicHRus.com
Info@StrategicHRus.com

Rachel Burgard

Attendee Liaison • Relationship Strategist

Strategic HR U.S.

p: (207) 761-8350 | e: Rachel@StrategicHRus.com
4 Moulton Street, Portland, ME 04112

Producers of



21st Annual Spring Career Fair Confirmation

1 message

Ruggiero, Paul B. <Paul.B.Ruggiero@maine.gov>

Mon, May 21, 2018 at 8:15 AM

Confirmation Notice

21st Annual Spring Career Fair

Thursday, May 24, 2018, 12:30AM - 4:30PM

Anah Shriners, 1404 Broadway, Bangor

Thank you for agreeing to join us!

Important Information & Reminders:

- Employers, thank you for listing your openings in the Maine Job Link. By listing your openings you gain access to a database with thousands of registered job seekers.
- You may arrive one hour prior to the event to set up.
- Electrical power will be provided.
- Tables **will not** be clothed or skirted. Feel free to bring your own.
- You may unload your displays and supplies at the front door. This is for unloading only. Upon unloading please park your vehicle in the parking lot
- Please feel free to bring your own drinks.
- The Shriners will have a concession stand available during the event hours if you would like to purchase refreshments.
- Wireless Internet is available at the Shriner facility. Network is **Anah Wireless** and Pass Key is **Anah2017!**
- A photocopier is available in the office at the Shriner facility. The cost is \$.25 per copy. It is recommended that you come prepared with enough copies to alleviate this extra cost.
- Anah Shriners is a non-smoking facility. If you wish to smoke you may do so outside any of the exits.
- We have contracted Cyr bus lines to provide transportation for career seekers without transportation. The shuttle service will be available from the Broadway Shopping Center and the Airport Mall to the Shriner facility.
- You may adhere items to the wall using **blue painter's tape or other tape that will not take the paint off the wall. The walls in the facility were recently painted and we want to keep them nice.**
- Restrooms are located on either side of the front lobby.
- Four weeks after the fair, the CareerCenter will be mailing a survey requesting feedback on the number of candidates interviewed/hired due to participation in our fair.
- Attached you will find some career fair tips if this is your first time attending a fair.
- For directions to the fair click [here](#)
- To see a complete list of vendors participating click [here](#)
- Below you will find some links to useful employer services so you can choose what to print

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio
 861 Broadway
 Bangor, ME 04401
 (207) 990-2800 www.zoneradio.com

State of ^{Maine}
 County of Penobscot

DATE
 11/25/18

Advertiser: EMPLOYMENT OUTREACH

Invoice Number
 58753

PSA904 EMPLOYMENT OUTREACH

DATE	ACCOUNT/RUN DETAIL	LEN	NO. REN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
10/29/18	WKIT FM	35	4	0.00	0.00
10/30/18	WKIT FM	35	3	0.00	0.00
10/31/18	WKIT FM	35	4	0.00	0.00
11/01/18	WKIT FM	35	1	0.00	0.00
11/02/18	WKIT FM	35	2	0.00	0.00
11/03/18	WKIT FM	35	3	0.00	0.00
11/04/18	WKIT FM	35	1	0.00	0.00
11/05/18	WKIT FM	35	1	0.00	0.00
11/07/18	WKIT FM	35	1	0.00	0.00
11/08/18	WKIT FM	35	2	0.00	0.00
11/09/18	WKIT FM	35	2	0.00	0.00
11/10/18	WKIT FM	35	2	0.00	0.00
11/11/18	WKIT FM	35	3	0.00	0.00
11/12/18	WKIT FM	35	2	0.00	0.00
11/13/18	WKIT FM	35	3	0.00	0.00
11/15/18	WKIT FM	35	1	0.00	0.00
11/16/18	WKIT FM	35	2	0.00	0.00
11/17/18	WKIT FM	35	3	0.00	0.00
11/19/18	WKIT FM	35	4	0.00	0.00
11/20/18	WKIT FM	35	2	0.00	0.00
11/22/18	WKIT FM	35	2	0.00	0.00
11/23/18	WKIT FM	35	4	0.00	0.00
11/24/18	WKIT FM	35	2	0.00	0.00
	Total Sales -----		54		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
 Times shown above are accurate plus or minus 3 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio
 861 Broadway
 Bangor, ME 04401
 (207) 990-2800 www.zoneradio.com

State of Maine
 County of Penobscot

DATE

9/30/18

Invoice Number

58223

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
9/10/18	WZLO FM	30	2	0.00	0.00
9/11/18	WZLO FM	30	2	0.00	0.00
9/12/18	WZLO FM	30	2	0.00	0.00
9/13/18	WZLO FM	30	2	0.00	0.00
9/14/18	WZLO FM	30	2	0.00	0.00
9/15/18	WZLO FM	30	2	0.00	0.00
9/16/18	WZLO FM	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
 Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio
 861 Broadway
 Bangor, ME 04401
 (207) 990-2800 www.zoneradio.com

State of Maine
 County of Penobscot

DATE
4/29/18
 Invoice Number
56988

Advertiser: **EMPLOYMENT OUTREACH**

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/REN-DETAIL	LEN	SPOTS	RATE	AMOUNT
	Contract 26876 / /FRONT DESK				
3/29/18	WZON AM	60	4	0.00	0.00
3/30/18	WZON AM	30	3	0.00	0.00
3/31/18	WZON AM	30	1	0.00	0.00
4/01/18	WZON AM	30	5	0.00	0.00
	Total Sales -----		13		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
 Times shown above are accurate plus or minus 5 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine

Penobscot

DATE
9/24/17

Invoice Number
55262

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
9/11/17	WZON AM 3:24p 7:26p				
9/12/17	WZON AM 5:19a 3:57p	30	2	0.00	0.00
9/13/17	WZON AM 11:53a 5:35p	30	2	0.00	0.00
9/14/17	WZON AM 12:54a 9:54p	30	2	0.00	0.00
9/15/17	WZON AM 7:32a 1:18p	30	2	0.00	0.00
9/16/17	WZON AM 3:49a	30	2	0.00	0.00
9/17/17	WZON AM 2:49a	30	1	0.00	0.00
9/17/17	RED SOX BASEBALL	30	1	0.00	0.00
	WZON AM 4:08p	30	1	0.00	0.00
	Total Sales -----		13		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
10/29/17

Invoice Number
55537

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
10/09/17	WZON AM 5:12a 9:19a				
10/10/17	WZON AM 6:26a 9:52p	30	2	0.00	0.00
10/11/17	WZON AM 3:44p 11:19p	30	2	0.00	0.00
10/12/17	WZON AM 4:58a 5:35p	30	2	0.00	0.00
10/13/17	WZON AM 11:23a 10:30p	30	2	0.00	0.00
10/14/17	WZON AM 1:45a 8:45a	30	2	0.00	0.00
10/15/17	WZON AM 3:49a 2:45p	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
11/26/17

Invoice Number
55801

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
11/06/17	WZON AM 7:26a 6:17p				
11/07/17	WZON AM 1:18p 9:30p	30	2	0.00	0.00
11/08/17	WZON AM 6:56a 8:30p	30	2	0.00	0.00
11/09/17	WZON AM 12:55a 7:47p	30	2	0.00	0.00
11/10/17	WZON AM 4:58a 5:30p	30	2	0.00	0.00
11/11/17	WZON AM 10:37a 6:45p	30	2	0.00	0.00
11/12/17	WZON AM 10:52a 12:37p	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
11/26/17

Invoice Number
55803

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
11/20/17	WZLO FM 3:40a 6:40a				
11/21/17	WZLO FM 12:40a 10:40p	30	2	0.00	0.00
11/22/17	WZLO FM 10:40a 9:40p	30	2	0.00	0.00
11/23/17	WZLO FM 5:40a 7:04p	30	2	0.00	0.00
11/24/17	WZLO FM 8:40a 4:04p	30	2	0.00	0.00
11/25/17	WZLO FM 1:44a 11:40p	30	2	0.00	0.00
11/26/17	WZLO FM 1:40a 5:40a	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM
 Zoneradio
 861 Broadway
 Bangor, ME 04401
 (207) 990-2800 www.zoneradio.com

Maine
 Penobscot

DATE
 8/27/17

Invoice Number
 54995

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
8/14/17	WZON AM 11:30a 2:18p				
8/15/17	WZON AM 8:54a 1:18p	30	2	0.00	0.00
8/16/17	WZON AM 9:30a 12:18p	30	2	0.00	0.00
8/17/17	WZON AM 3:57p 11:30p	30	2	0.00	0.00
8/18/17	WZON AM 4:56p 11:47p	30	2	0.00	0.00
8/19/17	WZON AM 4:45a 10:17a	30	2	0.00	0.00
8/20/17	WZON AM 8:45a	30	2	0.00	0.00
8/20/17	RED SOX BASEBALL	30	1	0.00	0.00
	WZON AM 12:51p	30	1	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
 Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM
 Zoneradio
 861 Broadway
 Bangor, ME 04401
 (207) 990-2800 www.zoneradio.com

Maine
 Penobscot

DATE
 7/30/17

Invoice Number
 54703

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
7/17/17	WZON AM 10:47p				
7/18/17	WZON AM 8:56a 11:30p	30	1	0.00	0.00
7/19/17	WZON AM 12:49a 12:30p	30	2	0.00	0.00
7/20/17	WZON AM 10:30a 7:30p	30	2	0.00	0.00
7/21/17	WZON AM 10:51a 7:57p	30	2	0.00	0.00
7/22/17	WZON AM 3:37a	30	2	0.00	0.00
7/23/17	WZON AM 1:30a 6:45a	30	1	0.00	0.00
7/17/17	RED SOX BASEBALL	30	2	0.00	0.00
	WZON AM 6:26p	30	1	0.00	0.00
	Total Sales -----		13		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
 Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
6/25/17

Invoice Number
54408

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
6/19/17	WZON AM 7:56a 12:18p				
6/20/17	WZON AM 12:19a 9:51a	30	2	0.00	0.00
6/21/17	WZON AM 4:58a 11:24p	30	2	0.00	0.00
6/22/17	WZON AM 11:30a 9:30p	30	2	0.00	0.00
6/23/17	WZON AM 5:27a 4:56p	30	2	0.00	0.00
6/24/17	WZON AM 7:49a	30	2	0.00	0.00
6/25/17	WZON AM 2:45a 9:57a	30	1	0.00	0.00
6/24/17	RED SOX BASEBALL	30	2	0.00	0.00
	WZON AM 6:31p	30	1	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
5/28/17

Invoice Number
54109

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
5/22/17	WZON AM 12:18p 5:30p				
5/23/17	WZON AM 5:19a 5:56p	30	2	0.00	0.00
5/24/17	WZON AM 4:58a 4:30p	30	2	0.00	0.00
5/25/17	WZON AM 6:15p 11:33p	30	2	0.00	0.00
5/26/17	WZON AM 6:26a 10:52a	30	2	0.00	0.00
5/27/17	WZON AM 1:45a 2:45p	30	2	0.00	0.00
5/28/17	WZON AM 1:50a 7:45p	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
4/30/17

Invoice Number
53799

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
3/27/17	WZON AM 11:24a 2:47p				
3/28/17	WZON AM 4:54a 7:56a	30	2	0.00	0.00
3/29/17	WZON AM 5:27a 1:30p	30	2	0.00	0.00
3/30/17	WZON AM 12:18p 8:49p	30	2	0.00	0.00
3/31/17	WZON AM 11:25a 9:57p	30	2	0.00	0.00
4/01/17	WZON AM 2:45a 9:57a	30	2	0.00	0.00
4/02/17	WZON AM 6:45a 4:53p	30	2	0.00	0.00
4/24/17	WZON AM 10:47a 7:30p	30	2	0.00	0.00
4/25/17	WZON AM 5:56p 8:30p	30	2	0.00	0.00
4/26/17	WZON AM 3:57p 6:09p	30	2	0.00	0.00
4/27/17	WZON AM 12:26a 11:01p	30	2	0.00	0.00
4/28/17	WZON AM 8:28a 2:47p	30	2	0.00	0.00
4/29/17	WZON AM 3:45a 1:50p	30	2	0.00	0.00
4/30/17	WZON AM 2:45a 1:09p	30	2	0.00	0.00
	Total Sales -----		28		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
4/30/17

Invoice Number
53800

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
4/03/17	WKIT FM 3:47a 7:46p				
4/04/17	WKIT FM 11:53a 10:55p	35	2	0.00	0.00
4/05/17	WKIT FM 12:43p 2:47p	35	2	0.00	0.00
4/06/17	WKIT FM 4:12p 9:43p	35	2	0.00	0.00
4/07/17	WKIT FM 12:12p 3:16p	35	2	0.00	0.00
4/08/17	WKIT FM 7:45a 5:12p	35	2	0.00	0.00
4/09/17	WKIT FM 6:41a 5:42p	35	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
3/26/17

Invoice Number
53490

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
2/27/17	WZON AM 4:58a 5:30p				
2/28/17	WZON AM 6:26a	30	2	0.00	0.00
3/01/17	WZON AM 7:56a 6:30p	30	1	0.00	0.00
3/02/17	WZON AM 4:30p 9:30p	30	2	0.00	0.00
3/03/17	WZON AM 8:30p 11:30p	30	2	0.00	0.00
3/04/17	WZON AM 10:45p	30	1	0.00	0.00
3/05/17	WZON AM 10:17a 11:45p	30	2	0.00	0.00
	Total Sales -----		12		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
3/26/17

Invoice Number
53491

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
3/06/17	WKIT FM 12:42p 3:58p				
3/07/17	WKIT FM 10:41a 7:43p	35	2	0.00	0.00
3/08/17	WKIT FM 4:17p 10:24p	35	2	0.00	0.00
3/09/17	WKIT FM 10:17a 9:43p	35	2	0.00	0.00
3/10/17	WKIT FM 11:12a 6:19p	35	2	0.00	0.00
3/11/17	WKIT FM 8:37a 5:12p	35	2	0.00	0.00
3/12/17	WKIT FM 6:41a 5:42p	35	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
2/26/17

Invoice Number
53242

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
1/30/17	WZON AM 7:56a 11:49p				
1/31/17	WZON AM 5:27a 1:18p	30	2	0.00	0.00
2/01/17	WZON AM 11:50a 9:32p	30	2	0.00	0.00
2/02/17	WZON AM 12:18p 6:21p	30	2	0.00	0.00
2/03/17	WZON AM 3:45a 3:57p	30	2	0.00	0.00
2/04/17	WZON AM 12:49a 9:57a	30	2	0.00	0.00
2/05/17	WZON AM 5:49a 8:51a	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine

Penobscot

DATE
1/29/17

Invoice Number
53000

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
1/02/17	WZON AM 12:30p 6:26p				
1/03/17	WZON AM 2:47a 11:59a	30	2	0.00	0.00
1/04/17	WZON AM 1:45a 4:58a	30	2	0.00	0.00
1/05/17	WZON AM 2:50a 4:56p	30	2	0.00	0.00
1/06/17	WZON AM 6:31a 10:30p	30	2	0.00	0.00
1/07/17	WZON AM 2:45p 5:45p	30	2	0.00	0.00
1/08/17	WZON AM 8:45a 5:45p	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine

Penobscot

DATE
12/25/16

Invoice Number
52738

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
12/05/16	WZON AM 4:33a 11:25p				
12/06/16	WZON AM 3:58a 9:19a	30	2	0.00	0.00
12/07/16	WZON AM 1:26a 7:26a	30	2	0.00	0.00
12/08/16	WZON AM 6:26a 9:30p	30	2	0.00	0.00
12/09/16	WZON AM 3:57p 10:53p	30	2	0.00	0.00
12/10/16	WZON AM 3:45p 7:50p	30	2	0.00	0.00
12/11/16	WZON AM 2:45p 8:52p	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
12/31/17

Invoice Number
56087

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
12/04/17	WZON AM 12:57a 3:57p				
12/05/17	WZON AM 5:41a 4:30p	30	2	0.00	0.00
12/06/17	WZON AM 1:18p 8:30p	30	2	0.00	0.00
12/07/17	WZON AM 7:29a 11:24a	30	2	0.00	0.00
12/08/17	WZON AM 9:47a 7:30p	30	2	0.00	0.00
12/09/17	WZON AM 12:58a 9:45p	30	2	0.00	0.00
12/10/17	WZON AM 1:50a	30	1	0.00	0.00
	Total Sales -----		13		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

Maine
Penobscot

DATE
12/31/17

Invoice Number
56089

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
12/18/17	WZLO FM 7:40a 8:40p				
12/19/17	WZLO FM 9:40a 8:04p	30	2	0.00	0.00
12/20/17	WZLO FM 6:40a 9:40p	30	2	0.00	0.00
12/21/17	WZLO FM 4:40a 6:40a	30	2	0.00	0.00
12/22/17	WZLO FM 8:40a 1:40p	30	2	0.00	0.00
12/23/17	WZLO FM 2:40a 4:40p	30	2	0.00	0.00
12/24/17	WZLO FM 8:40a 11:40a	30	2	0.00	0.00
	Total Sales -----		14		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

State of Maine
County of Penobscot

DATE

1/28/18

Invoice Number

56318

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

DATE	ACCOUNT/RUN DETAIL	LEN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
1/01/18	WZON AM	30	2	0.00	0.00
1/02/18	WZON AM	30	2	0.00	0.00
1/03/18	WZON AM	30	2	0.00	0.00
1/04/18	WZON AM	30	2	0.00	0.00
1/05/18	WZON AM	30	2	0.00	0.00
1/06/18	WZON AM	30	2	0.00	0.00
	Total Sales -----		12		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

State of Maine
County of Penobscot

DATE

1/28/18

Invoice Number

56323

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page 1

DATE	ACCOUNT/RUN DETAIL	LEN	NO REN	RATE	AMOUNT
	Contract 26876 / /SALES POSITION				
	"SALES POSITION"				
1/03/18	WZLO FM	60	5	0.00	0.00
1/04/18	WZLO FM	60	5	0.00	0.00
1/05/18	WZLO FM	60	5	0.00	0.00
1/06/18	WZLO FM	60	5	0.00	0.00
1/07/18	WZLO FM	60	5	0.00	0.00
1/08/18	WZLO FM	60	5	0.00	0.00
1/09/18	WZLO FM	60	5	0.00	0.00
1/10/18	WZLO FM	60	5	0.00	0.00
1/11/18	WZLO FM	60	5	0.00	0.00
1/12/18	WZLO FM	60	5	0.00	0.00
1/13/18	WZLO FM	60	5	0.00	0.00
	Total Sales -----		55		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

State of Maine
County of Penobscot

DATE

3/25/18

Invoice Number

56713

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page 1

DATE	ACCOUNT/REN DETAIL	LBN	NO. RUN	RATE	AMOUNT
	Contract 20655				
	"FULL TIME OPENINGS"				
2/26/18	WKIT FM	35	2	0.00	0.00
2/27/18	WKIT FM	35	2	0.00	0.00
2/28/18	WKIT FM	35	2	0.00	0.00
3/01/18	WKIT FM	35	2	0.00	0.00
3/02/18	WKIT FM	35	2	0.00	0.00
3/03/18	WKIT FM	35	2	0.00	0.00
3/05/18	WKIT FM	35	2	0.00	0.00
3/06/18	WKIT FM	35	3	0.00	0.00
3/07/18	WKIT FM	35	2	0.00	0.00
3/08/18	WKIT FM	35	3	0.00	0.00
3/09/18	WKIT FM	35	1	0.00	0.00
3/10/18	WKIT FM	35	3	0.00	0.00
3/12/18	WKIT FM	35	2	0.00	0.00
3/14/18	WKIT FM	35	2	0.00	0.00
3/19/18	WKIT FM	35	1	0.00	0.00
3/20/18	WKIT FM	35	3	0.00	0.00
3/21/18	WKIT FM	35	3	0.00	0.00
3/22/18	WKIT FM	35	4	0.00	0.00
3/23/18	WKIT FM	35	2	0.00	0.00
3/24/18	WKIT FM	35	4	0.00	0.00
3/25/18	WKIT FM	35	4	0.00	0.00
		35	2	0.00	0.00
	Total Sales -----				0.00
			51		

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 3 minutes.

0.00

Please Pay This Amount

INVOICE

WKIT-FM/WZON-AM/WZLO-FM

Zoneradio

861 Broadway

Bangor, ME 04401

(207) 990-2800 www.zoneradio.com

State of Maine
County of Penobscot

DATE

3/25/18

Invoice Number

56716

Advertiser: EMPLOYMENT OUTREACH

PSA904 EMPLOYMENT OUTREACH

Page 1

DATE	ACCOUNT/REDETAIL	LEN	NO. REN	RATE	AMOUNT
	Contract 26876 / /SALES POSITION				
	"SALES POSITION"				
3/07/18	WKIT FM				
3/08/18	WKIT FM	65	1	0.00	0.00
3/09/18	WKIT FM	65	4	0.00	0.00
3/10/18	WKIT FM	65	5	0.00	0.00
3/11/18	WKIT FM	65	3	0.00	0.00
3/12/18	WKIT FM	65	4	0.00	0.00
3/13/18	WKIT FM	65	3	0.00	0.00
3/14/18	WKIT FM	65	2	0.00	0.00
3/15/18	WKIT FM	65	4	0.00	0.00
3/16/18	WKIT FM	65	4	0.00	0.00
3/17/18	WKIT FM	65	5	0.00	0.00
3/18/18	WKIT FM	65	4	0.00	0.00
		65	3	0.00	0.00
	Total Sales -----		42		0.00

Sales Rep: CAREY HASKELL

This invoice was prepared from official station program logs.
Times shown above are accurate plus or minus 8 minutes.

0.00

Please Pay This Amount

Section E:

- Disclose any pending or resolved complaints involving the station filed during the station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station on the basis of race, color, religion, national origin or sex. (If we have any complaints, then there is a complete list of information that must be sent as well)

Section F:

- From the first day of the station's current license term until the date of the audit letter, describe the responsibilities of each level of the station's management responsible for implementing station EEO policies and describe how we informed employees and job applicants of our EEO policies and programs

Section G:

- Describe our efforts to analyze our EEO's recruitment program to ensure that it is effective and to address any problems found as a result of such analysis

Section H:

- Describe the station's efforts to analyze periodically our measures taken to examine pay, benefits, seniority practices, promotions and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect

Must upload response to this audit letter to the station's online public file by April 1, 2019 and include in the response our station's Facility ID number (#25747) and an e-mail address where a station representative can be contacted

WKIT FM.COM
WZOW FM.COM
WZLW FM.COM





General Manager WKIT-FM
THE ZONE CORPORATION
861 BROADWAY,
BANGOR, ME 04401

Federal Communications Commission
Washington, D.C. 20554

February 14, 2019

Dear Licensee:

1. In accordance with 47 CFR § 73.2080(f)(4), the station employment unit (the Unit) that includes your above-referenced station (the Station) has been randomly selected for an audit of its Equal Employment Opportunity (EEO) program. A copy of Section 73.2080 of the Commission's rules is attached at the end of this letter for your reference.
2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required to provide only a list of the Unit's full-time employees, identified only by job title (no names should be provided), the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.
3. **Audit Data Requested.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), provide the following information, including an explanation regarding any requested information that you are unable to provide:
 - (a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not posted on each of these websites, indicate each relevant website and provide an explanation of why the report is not posted, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the Unit does not have its own website, but its corporate site contains a link to a site pertaining to the Unit, then the Unit's most recent EEO public file report must be linked to either the Unit's site or the general corporate site, pursuant to Section 73.2080(c)(6).
 - (b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

4. Time Brokerage.

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* Section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. *See* Section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

47 C.F.R. § 73.2080

CODE OF FEDERAL REGULATIONS
TITLE 47--TELECOMMUNICATION
CHAPTER I--FEDERAL
COMMUNICATIONS COMMISSION
SUBCHAPTER C--BROADCAST RADIO
SERVICES
PART 73--RADIO BROADCAST SERVICES
SUBPART H--RULES APPLICABLE TO ALL
BROADCAST STATIONS

§ 73.2080 Equal employment opportunities (EEO).

(a) General EEO policy. Equal opportunity in employment shall be afforded by all licensees or permittees of commercially or noncommercially operated AM, FM, TV, Class A TV or international broadcast stations (as defined in this part) to all qualified persons, and no person shall be discriminated against in employment by such stations because of race, color, religion, national origin, or sex. Religious radio broadcasters may establish religious belief or affiliation as a job qualification for all station employees. However, they cannot discriminate on the basis of race, color, national origin or gender from among those who share their religious affiliation or belief. For purposes of this rule, a religious broadcaster is a licensee which is, or is closely affiliated with, a church, synagogue, or other religious entity, including a subsidiary of such an entity.

(b) General EEO program requirements. Each broadcast station shall establish, maintain, and carry out a positive continuing program of specific practices designed to ensure equal opportunity and nondiscrimination in every aspect of station employment policy and practice. Under the terms of its program, a station shall:

(1) Define the responsibility of each level of management to ensure vigorous enforcement of its policy of equal opportunity, and establish a procedure to review and control managerial and

supervisory performance;

(2) Inform its employees and recognized employee organizations of the equal employment opportunity policy and program and enlist their cooperation;

(3) Communicate its equal employment opportunity policy and program and its employment needs to sources of qualified applicants without regard to race, color, religion, national origin, or sex, and solicit their recruitment assistance on a continuing basis;

(4) Conduct a continuing program to exclude all unlawful forms of prejudice or discrimination based upon race, color, religion, national origin, or sex from its personnel policies and practices and working conditions; and

(5) Conduct a continuing review of job structure and employment practices and adopt positive recruitment, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility.

(c) Specific EEO program requirements. Under the terms of its program, a station employment unit must:

(1) Recruit for every full-time job vacancy in its operation. A job filled by an internal promotion is not considered a vacancy for which recruitment is necessary. Religious radio broadcasters who establish religious affiliation as a qualification for a job position are not required to comply with these recruitment requirements with respect to that job position or positions, but will be expected to make reasonable, good faith efforts to recruit applicants who are qualified based on their religious affiliation. Nothing in this section shall be interpreted to require a broadcaster to grant preferential treatment to any individual or group based on race, color, national origin, religion, or gender.

(i) A station employment unit shall use recruitment sources for each vacancy sufficient in its

(4) Periodically analyze measures taken to:

(i) Disseminate the station's equal employment opportunity program to job applicants and employees;

(ii) Review seniority practices to ensure that such practices are nondiscriminatory;

(iii) Examine rates of pay and fringe benefits for employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination;

(iv) Utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion or sex over another;

(v) Ensure that promotions to positions of greater responsibility are made in a nondiscriminatory manner;

(vi) Where union agreements exist, cooperate with the union or unions in the development of programs to ensure all persons of equal opportunity for employment, irrespective of race, national origin, color, religion, or sex, and include an effective nondiscrimination clause in new or renegotiated union agreements; and

(vii) Avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.

(5) Retain records to document that it has satisfied the requirements of paragraphs (c)(1) and (2) of this section. Such records, which may be maintained in an electronic format, shall be retained until after grant of the renewal application for the term during which the vacancy was filled or the initiative occurred. Such records need not be submitted to the FCC unless specifically requested. The following records shall be maintained:

(i) Listings of all full-time job vacancies filled by the station employment unit, identified by job title;

(ii) For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be

separately identified), identified by name, address, contact person and telephone number;

(iii) Dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing vacancies;

(iv) Documentation necessary to demonstrate performance of the initiatives required by paragraph (c)(2) of this section, including sufficient information to fully disclose the nature of the initiative and the scope of the station's participation, including the station personnel involved;

(v) The total number of interviewees for each vacancy and the referral source for each interviewee; and

(vi) The date each vacancy was filled and the recruitment source that referred the hiree.

(6) Annually, on the anniversary of the date a station is due to file its renewal application, the station shall place in its public file, maintained pursuant to § 73.3526 or § 73.3527, and on its web site, if it has one, an EEO public file report containing the following information (although if any broadcast licensee acquired a station pursuant to FCC Form 314 or FCC Form 315 during the twelve months covered by the EEO public file report, its EEO public file report shall cover the period starting with the date it acquired the station):

(i) A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title;

(ii) For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to paragraph (c)(1)(ii) of this section, which should be separately identified), identified by name, address, contact person and telephone number;

(iii) The recruitment source that referred the hiree for each full-time vacancy during the preceding year;

(iv) Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in

(5) The public may file complaints throughout the license term based on a station's Form 397 or the contents of a station's public file. Provisions concerning filing, withdrawing, or non-filing of informal objections or petitions to deny license renewal, assignment, or transfer applications are delineated in §§ 73.3584 and 73.3587-3589 of the Commission's rules.

(g) Sanctions and Remedies. The Commission may issue appropriate sanctions and remedies for any violation of this rule.

47 C.F.R. § 73.3526

**CODE OF FEDERAL REGULATIONS
TITLE 47--TELECOMMUNICATION
CHAPTER I--FEDERAL
COMMUNICATIONS COMMISSION
SUBCHAPTER C--BROADCAST RADIO
SERVICES
PART 73--RADIO BROADCAST
SERVICES
SUBPART H--RULES APPLICABLE TO
ALL BROADCAST STATIONS**

§ 73.3526 Local public inspection file of commercial stations.

(e)(10) Material relating to FCC investigation or complaint. Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.

47 C.F.R. § 73.3527

**CODE OF FEDERAL REGULATIONS
TITLE 47--TELECOMMUNICATION
CHAPTER I--FEDERAL
COMMUNICATIONS COMMISSION
SUBCHAPTER C--BROADCAST RADIO
SERVICES
PART 73--RADIO BROADCAST
SERVICES
SUBPART H--RULES APPLICABLE TO
ALL BROADCAST STATIONS**

§ 73.3527 Local public inspection file of noncommercial educational stations

(e)(11) Material relating to FCC investigation or complaint. Material having a substantial bearing on a matter which is the subject of an FCC investigation or complaint to the FCC of which the applicant, permittee, or licensee has been advised. This material shall be retained until the applicant, permittee, or licensee is notified in writing that the material may be discarded.

EEO Audit information needed:

Section A:

- Copies of the Unit's two most recent EEO public file reports
- Provide web address for each station
- ~~Provide~~ the date of each full-time hire listed in each report
→ PROVIDE

Section B:

- Dated copies of all advertisements, bulletins, letters, faxes, e-mails announcing the position for each full-time employee hired. If job noticed sent to multiple sources, need to only send one copy of each notice, along with a list of the sources to which we sent the notice
- Need to indicate whether we retained copies of all notices.
- For on-air ads that aired multiple times, send one log sheet indicating when the ad aired and need to tell the other times it aired
- Need to tell if we have retained all log sheets for each time the ad aired
- Include copies of all job announcements sent to any organization

Section C:

- Total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the period covered by the EEO public file reports

Section D:

- Documentation for participation in job fairs, mentoring programs and training for staff
- Specify those involved in the recruitment initiative
- Provide the total number of full-time employees and whether the total population of the market is 250,000 or more
- Determine and state whether required to perform two or four initiatives within a two year period...(section 73.2080/c-2)

Section E:

- Disclose any pending or resolved complaints involving the station filed during the station's current license term before anybody having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station on the basis of race, color, religion, national origin or sex. (If we have any complaints, then there is a complete list of information that must be sent as well)

Section F:

- From the first day of the station's current license term until the date of the audit letter, describe the responsibilities of each level of the station's management responsible for implementing station EEO policies and describe how we informed employees and job applicants of our EEO policies and programs

Section G:

- Describe our efforts to analyze our EEO's recruitment program to ensure that it is effective and to address any problems found as a result of such analysis

Section H:

- Describe the station's efforts to analyze periodically our measures taken to examine pay, benefits, seniority practices, promotions and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect

Must upload response to this audit letter to the station's online public file by April 1, 2019 and include in the response our station's Facility ID number (#25747) and an e-mail address where a station representative can be contacted

The Zone Corporation:

Kenneth Wood, General Manager

Howard Soule, Engineering and FCC

—

Response to request for information regarding FCC/EEO Audit.

March 25, 2019

Section A

Please note that for the purposes of EEO rules, all stations are operated as a single employment unit. There is no differentiation between stations. A person working for WKIT is working for the Zone Corporation. Or, a person working for the Zone Corporation is working for all stations. All employees are working for the Zone Corporation and have access to all the benefits that Zone Corporation makes available. All hiring and recruitment practices apply to all individuals. Consequently, in this report, there are some instances of information repeated between stations within the employment unit.

Section B

As part of this showing, included are copies of advertisements, bulletins, letters, faxes, emails announcing the position for each full-time employee hired. Individual and in some cases, multiple documents are provided.

Also please note that this employment unit does not operate as a religious broadcaster and does not participate in any time brokerage with other units.

Note: To: In accordance with 73.2080©(5) and to utilize paperwork reduction,

Section C

Total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the period covered by the EEO public file reports.

The following documentation is provided: Documentation for participation in job fairs, mentoring programs and training for staff.

Station web sites:

Wkit: wkitfm.com

Wzon: wzonam.com

Wzlo: wzlofm.com

Section D

Total number of full-time employees is 12. Total population of the market is under 168,000, persons. The station is entirely located in a smaller market of the following initiatives during each two-year period beginning with the date stations in the employment are required to file renewal applications, of the second, fourth or sixth anniversaries of that date. Consequently, we believe that information presented herein or sixth anniversary of that date.

We believe that the information presented herein is accurate and meets the requirements of FCC Rules: 47 CFR & 73.2080(C-2).

Section E:

No pending or dissolved complaints involving the stations during the station's current license term before anybody having competent jurisdiction under federal, state, or local law, alleging unlawful jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station on the basis of race, color, religion, national origin or sex.

Section F:

HR Director: Responsibilities as the HR director include advising the GM and department heads on hiring and firing practices. We have regular advertisements reminding people where to send resume's and where to request information for any future possible job openings. Making sure employees contact themselves in accordance to our EEO policy. Having the proper signage in our public areas displayed, to make aware out stance on being an Equal Opportunity Employer.

Section G:

Community: Involvement

We like to be involved in the community as much as we can. Being a part of job fairs, local SHRM groups, going to statewide HR conventions, are all things we do to make sure we do our part in our community. The two-year job fair numbers were not where we wanted them to be and we are making sure to correct that problem for the future. Already this year (2019 we have attended a job fair and have two more already planned.

Section H:: Our yearly measures to examine pay from our accountants in New York. We examine our benefits yearly with our renewals. Given multiple options of price point and coverage so they can decide for themselves what works for their needs. With sales14 positions. Which we like to keep as revolving as possible for the right candidate.

Management and Responsibilities:

Kenneth Wood: General Manager

Jen Hansen: Office Manager/ Employment Manager

Howard Soule: Director of Engineering / FCC

EEO Recruitment efforts are generally helpful in assisting

Stations to maintain contact with employment units

FCC/EEO efforts are very effective in analyzing our
Measures taken to examine wages, benefits, promotions
And selection techniques, with no discriminatory effect.

www.wzonam.com/fcc-audit-3-25-2019.com

EEO Audit information needed:

Section A:

- Copies of the Unit's two most recent EEO public file reports
- Provide web address for each station
- Provide the date of each full-time hire listed in each report

Section B:

- Dated copies of all advertisements, bulletins, letters, faxes, e-mails announcing the position for each full-time employee hired. If job notices sent to multiple sources, need to only send one copy of each notice, along with a list of the sources to which we sent the notice
- Need to indicate whether we retained copies of all notices.
- For on-air ads that aired multiple times, send one log sheet indicating when the ad aired and need to tell the other times it aired
- Need to tell if we have retained all log sheets for each time the ad aired
- Include copies of all job announcements sent to any organization

Section C:

- Total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the period covered by the EEO public file reports

Section D:

- Documentation for participation in job fairs, mentoring programs and training for staff
- Specify those involved in the recruitment initiative
- Provide the total number of full-time employees and whether the total population of the market is 250,000 or more
- Determine and state whether required to perform two or four initiatives within a two year period...(section 73.2080/c-2)

73.2080/c-2

December 1, 2016 - November 30, 2017

Section A:

- wkitfm.com wzonam.com wzlofm.com
- Date of Hire:
 - Sales Associate - 3/13/17
 - Digital Media/ IT - 8/20/17
 - Sales Manager - 9/19/17

Section B:

- Sales Associate Job Postings - See Attached
 - Retained all copies of each time ad aired
 - Retained copies of notices
- Digital Media/ IT Job Postings - See Attached
 - Retained all copies of each time ad aired
 - Retained copies of notices
- Sales Manager - None
 - No Copies of notices

Section C:

- Sales Associate Interviewees - 3
 - Referral Source - Indeed
- Digital Media/IT Interviewees - 1
 - Referral Source - On Air Ad
- Sales Manager Interviewees - 1
 - Referral Source - In person Drop off

Section D:

- Participated in Maine HR Convention 2017 - See attached Certificate
- Participated in Dept. of Labor Spring Job Fair 2017 - See attached for Confirmation
- Total Number of Full Time Employees - 12 And Population of Market is under 250,000
- Required to perform 2 initiatives within a two year period

Section E:

- No Complaints