

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

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Appendix 1/2

Full time Positions	Recruitment Source	Total Interviewees	Hired
Sales Associate (1) March 2017	indeed.com	Response 3 Interviewees 3	1
Digital Media /IT July 2017	On-Air-Ad (all stations)	Response 3 Interview 1	1
Sales Associate(1) July 2017	indeed.com	Response 65 Interview 0	0
Sales Associate(1) August 2017	indeed.com	Response 16 Interview 0	0

The Zone Corporation employs 14 Full time and 4 part time people

Appendix 3

1. Management Training: Society of Resource Management: Monthly/Yearly, J Hansen
2. Opportunities in Broadcasting: Cub Scouts, People of special needs, D. Cookson
3. Community Tours: Cub Scouts, People with special needs, J Hansen
4. Job Fairs: Maine Career Center Kpb Fair:5/8/2017, J Hansen

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.

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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,
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