

## **WMWV-FM, WVMJ-FM & WBNC-AM**

### **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080 (c)(6) of the Federal Communication Commission’s EEO Rules.

This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WMWV-FM, WVMJ-FM, and WBNC-AM, Conway, NH and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning November 21, 2017 to and including November 20, 2018 (the “Applicable Period”).

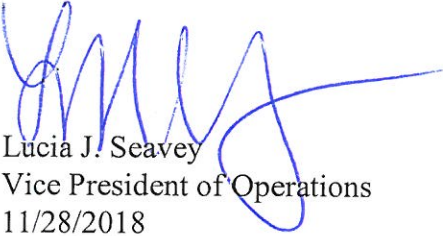
FCC EEO Rules require that this report contain the following information:

1. A list of all full-time vacancies filled by 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 EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree 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 the initiatives undertaken pursuant to Section 73.2030 (c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, 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 the full-time job positions listed in Appendix 1. Each of the referral sources listed under Column 1 was contacted for the position listed in Column 3.

For the 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, over the telephone or by e-mail.

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



Lucia J. Seavey  
Vice President of Operations  
11/28/2018

**Appendix 1**  
Annual EEO Public File Report

Covering the Period from November 21, 2017 to November 20, 2018

**Stations WMWV-FM, WVMJ-FM & WBNC-AM**

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees from All Sources for This Position
Traffic Manager/Receptionist	Mt. Washington Radio	5

Total Number of Persons Interviewed During Applicable Period: 5

## Appendix 2

Annual EEO Public File Report  
Covering the Period from November 21, 2017 to November 20, 2018

### Stations WMWV-FM, WVMJ-FM & WBNC-AM

#### Section 2: Recruitment Source Information

<u>Column 1</u> Recruitment Source (Name, Address, Telephone # Contact Person)	<u>Column 2</u> Total Number of Interviewees This Source has Provided During This Period.	<u>Column 3</u> Full -Time Position for which This Source was utilized.
Mt. Washington Radio Box 2008 Conway, NH 03818 603-356-8870 Lucia Seavey	5	Traffic Manager
NHAB Job Bank Tracy Caruso PO Box 5578 Manchester , NH 03108 Phone 603-232-0277 (online listing)	0	Traffic Manager
Seacoast NAACP Purnell Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	Traffic Manager
New England College Eugene Durkee 98 Bridge Street Henniker, NH 0324 Phone (603) 428 2310 (online listing)	0	Traffic Manager
NH Employment Security Jane Ryan 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924 (online listing)	0	Traffic Manager
Patricia Gamelin Southern NH University 2500 N. River Rd. Manchester, NH 03106 Phone: 603-645-9630 (online listing)	0	Traffic Manager

<u>Column 1</u> Recruitment Source (Name, Address, Telephone # Contact Person)	<u>Column 2</u> Total Number of Interviewees This Source has Provided During This Period.	<u>Column 3</u> Full -Time Position for which This Source was utilized.
Colby Sawyer College Kathy Taylor, Director of Career Development 100 Main Street New London, NH 03257 Phone (603) 526-3766 (online listing)	0	Traffic Manager
The Cosby Center for Mass Comm. John Logan, Acting Director Central State University Wilberforce, OH 45384 Phone (937) 376 6261	0	Traffic Manager
Dartmouth College Career & Employment Services Patrice Vidal 63 South Main Street, Suite 200 Hanover, NH 03755-2091 Phone (603) 646- 2215	0	Traffic Manager
Employment Clearinghouse National Association of Broadcasters Michael McKinley 1771 N. Street NW Washington, DC 20036 Phone (202) 429-5497	0	Traffic Manager
Ms. Joyce Rogers, Career Services Director Boston University College of Communications 640 Common Wealth Ave. Boston, MA 02215 Phone (617) 353-3590	0	Traffic Manager

<u>Column 1</u> Recruitment Source (Name, Address, Telephone # Contact Person)	<u>Column 2</u> Total Number of Interviewees This Source has Provided During This Period.	<u>Column 3</u> Full -Time Position for which This Source was utilized
Southern New Hampshire Outreach for Black Unity Ray Ealy PO Box 3323 Nashua, NH 03061-3323 Phone (603) 882-8994	0	Traffic Manager
Portsmouth Regional Office Linda Breden Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	Traffic Manager
Shirley Sneve, Executive Director Native American Public Telecomm. 1800 N. 33 St. Lincoln, NE 68503 Phone (402)472-0208	0	Traffic Manager
Valerie Mahar, VP of Student Services River Valley Community College One College Place Claremont, NH 03743 Phone (603) 542-7744	0	Traffic Manager

### Appendix 3

Annual EEO Public File Report  
Covering the Period from  
November 21, 2017 to November 20, 2018

#### Stations WMWV-FM, WVMJ-FM & WBNC-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by the  
WMWV-FM, WVMJ-FM & WBNC-AM

#### **INITIATIVE:**

Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

**Activity:** Career Day

**Description:** On May 24, 2018 we participated in Pine Tree Elementary School's Career Day. Our News Director met with a group of 3-6 graders and discussed careers in radio and did recordings to show them what types of things we can do with audio.

**Activity:** Career Day

**Description:** On June 1, 2018 the General Manager visited the John Fuller Elementary School and participated in their career day, discussing careers in radio and doing recordings of students so that they could hear their voices and the different things we can do with audio.

**Activity:** Job Hop Day

**Description:** On June 1, 2018 we participated in the Conway Elementary School Job Hop Day. Two groups of students came to the station and talked with each person here about what they did at the radio station. They also met with an announcer and recorded liners.

**Activity:** WPTS Radio Team Field Trip

**Description:** On June 13, 2018 we participated in a field trip for the Pine Tree Elementary School's WPTS Radio Team. A group of students came to the station and talked with each person here about what they did at the radio station, toured the station and met with an announcer and recorded liners.

**INITIATIVE:**

Establishment of an Internship Program designed to assist members of the community acquire skills needed for broadcast employment.

**Activity:** Internships

**Description:** From June 2018 to August 2018 an intern worked with the radio station staff to learn about the different areas of the radio station. He spent time in each of the areas of the radio station, observed air shifts, production, interviews, newscasts, remote broadcasts, discussed sales and marketing, recorded music, created music schedules & reviewed commercial logs.

**INITIATIVE:**

Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

**Activity:** Informational Meeting

**Description:** On May 22, 2018 a young adult who is interested in music toured the station and discussed different areas of the radio station and what each of the areas did as a part of her career exploration process.

**Activity:** Radio Station Tour

**Description:** On August 7, 2018 a group of youths from a local summer camp toured the station and met with an announcer to discuss being a DJ and doing recordings so that they could hear their voices and the different things we can do with audio.

**Activity:** Mentor of Individual

**Description:** Over the course of the entire year, one of our announcers has mentored an individual on an ongoing basis, helping to expand his interest in radio and music in general.

**INITIATIVE:**

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

**Activity:** NHAB Scholarship Program

**Description:** Radio station staff participated in the NHAB Scholarship program between February 26, 2018 and July 11, 2018. Our participation included a financial contribution to the NHAB. We also ran announcements encouraging students to apply for the scholarship. We reviewed all of the applications and all of our staff evaluated and ranked the applicants and then we presented the NHAB with our assessments.



**INITIATIVE:**

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

**Activity:** NH Employment Security Seminar

**Description:** On October 30, 2018 Lucia Seavey participated in an employer seminar to discuss Equal Employment Opportunity and Fair Employment Practices featuring a speaker from the US EEOC as well as the NHES Deputy Commissioner, the NHES Bureau Director, the NH Director/Investigator of Veteran's Employment & Training, the NH Coalition for Occupational Safety and Health and the MWV Job Development Coalition.