

## **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, 2020 to and including November 20, 2021 (the "Applicable Period").

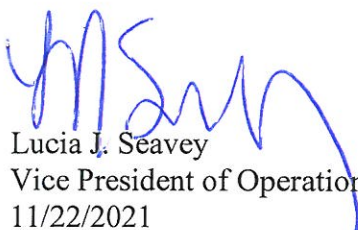
FCC EEO Rules require that this report contain the following information:

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  
11/22/2021

**Appendix 1**  
Annual EEO Public File Report

Covering the Period from November 21, 2020 to November 20, 2021

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

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
News Director	Mt. Washington Radio	1
Full Time Announcer	Mt. Washington Radio	1

Total Number of Persons Interviewed During Applicable Period: 2

The Covid-19 Pandemic has dramatically affected the job market in Mt. Washington Valley. We conducted typical recruitment activities and received a very limited response. Recruitment outside the local area has tended to be unsuccessful because it is nearly impossible to re-locate to the area due to a housing shortage. We continue to use our list of sources and to investigate other recruitment sources as we struggle to fill vacancies.

## Appendix 2

Annual EEO Public File Report  
Covering the Period from November 21, 2020 to November 20, 2021

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

#### Section 2: Recruitment Source Information

<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>
Recruitment Source (Name, Address, Telephone # Contact Person)	Total Number of Interviewees This Source has Provided During This Period.	Full -Time Position for which This Source was utilized.
Mt. Washington Radio Box 2008 Conway, NH 03818 603-356-8870 Lucia Seavey	2	News Director Full Time Announcer
NHAB Job Bank Tracy Caruso PO Box 5578 Manchester , NH 03108 Phone 603-232-0277 (online listing)	0	News Director Full Time Announcer
Seacoast NAACP Purnell Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	News Director Full Time Announcer
South Asian Journalists Association Sreenath Screenivasan, Executive Director C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027 Phone (212) 854 7837	0	News Director Full Time Announcer
NH Employment Security 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924 (online listing)	0	News Director Full Time Announcer
Patricia Gamelin Southern NH University 2500 N. River Rd. Manchester, NH 03106 Phone: 603-645-9630 (online listing)	0	News Director Full Time Announcer

<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	News Director Full Time Announcer
The Cosby Center for Mass Comm. John Logan, Acting Director Central State University Wilberforce, OH 45384 Phone (937) 376 6261	0	News Director Full Time Announcer
Dartmouth College Career & Employment Services Patrice Vidal 63 South Main Street, Suite 200 Hanover, NH 03755-2091 Phone (603) 646- 2215	0	News Director Full Time Announcer
Employment Clearinghouse National Association of Broadcasters Michael McKinley 1771 N. Street NW Washington, DC 20036 Phone (202) 429-5497	0	News Director Full Time Announcer
Ms. Joyce Rogers, Career Services Director Boston University College of Communications 640 Common Wealth Ave. Boston, MA 02215 Phone (617) 353-3590	0	News Director Full Time Announcer

<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	News Director Full Time Announcer
Portsmouth Regional Office Linda Breden Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	News Director Full Time Announcer
Shirley Sneve, Executive Director Native American Public Telecomm.  1800 N. 33 St. Lincoln, NE 68503 Phone (402)472-0208	0	News Director Full Time Announcer
Valerie Mahar, VP of Student Services River Valley Community College One College Place Claremont, NH 03743 Phone (603) 542-7744	0	News Director Full Time Announcer

## **Appendix 3**

Annual EEO Public File Report  
Covering the Period from  
November 21, 2020 to November 20, 2021

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

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

Our ability to complete supplemental recruitment activities during this period was hampered by the Covid-19 pandemic.

#### **INITIATIVE:**

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

#### **Activity: Career Day**

**Description:** In May of 2021, we participated in the SAU #9 Virtual Career Day. Clay Groves recorded and sent a video to SAU #9 to be used at all the SAU Elementary and Middle schools. The video included a brief tour of the studios as well as a summary of his activities. This was done in lieu of a field trip to the station which would typically take place but wasn't possible due to Covid-19 restrictions.

#### **Activity: WPTS Radio Virtual Event**

**Description:** On January 20, 2021, we participated in Pine Tree School's National DJ day celebration. Gino Devaney recorded and sent a video to the students with a brief video tour of the studios as well as a summary of his daily activities. This was done in lieu of a field trip to the station which would typically take place but wasn't possible due to Covid-19 restrictions.

#### **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, 2021 and May 10, 2021. 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. The recipients were honored in a presentation on Wednesday, July 14, 2021, where \$16,000.00 in scholarships were awarded.

**INITIATIVE:**

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

**Activity:** NH Labor Law Webinar

**Description:** On April 27, 2021 Lucia Seavey participated in a webinar entitled “NH Labor Law. This webinar was hosted by the NH Department of Labor Inspection Division Money Moves: The Cost of Ignoring EEO Compliance in the Workplace” to discuss Equal Employment Opportunity and the risks involved in not administering it properly. The workshop featured a speaker from the US EEOC as well as commissioners from the NH Commission for Human Rights.

**Activity:** EEO Webinar

**Description:** On March 24, 2021 Lucia Seavey participated in a webinar entitled “Staying on Top of Your Broadcast FCC EEO Obligations” which was presented by the Wilkinson Barker Knauer Law Firm and topics included a review of FCC obligations and to to meet them even while social distancing.