

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, 2021 to and including November 20, 2022 (the "Applicable Period").

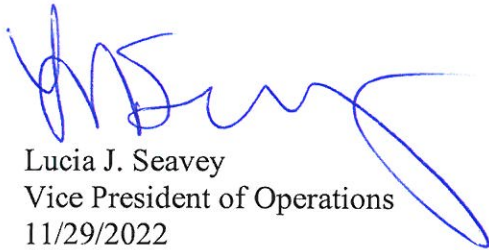
FCC EEO Rules require that this report contain the following information:

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
11/29/2022

Appendix 1
Annual EEO Public File Report

Covering the Period from November 21, 2021 to November 20, 2022

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
None		

Total Number of Persons Interviewed During Applicable Period: 0

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, 2021 to November 20, 2022

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	0	
NHAB Job Bank Tracy Caruso PO Box 5578 Manchester, NH 03108 Phone 603-232-0277 (online listing)	0	
Seacoast NAACP Purrelli Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	
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	
NH Employment Security 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924 (online listing)	0	
Patricia Gamelin Southern NH University 2500 N. River Rd. Manchester, NH 03106 Phone: 603-645-9630 (online listing)	0	

<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.

Colby Sawyer College
Kathy Taylor, Director of Career
Development
100 Main Street
New London, NH 03257
Phone (603) 526-3766
(online listing)

0

The Cosby Center for Mass Comm.
John Logan, Acting Director
Central State University
Wilberforce, OH 45384
Phone (937) 376 6261

0

Dartmouth College Career
& Employment Services
Patrice Vidal
63 South Main Street, Suite 200
Hanover, NH 03755-2091
Phone (603) 646- 2215

0

Employment Clearinghouse
National Association of
Broadcasters
Michael McKinley
1771 N. Street NW
Washington, DC 20036
Phone (202) 429-5497

0

Ms. Joyce Rogers, Career Services
Director
Boston University
College of Communications
640 Common Wealth Ave.
Boston, MA 02215
Phone (617) 353-3590

0

<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
Southern New Hampshire Outreach for Black Unity Ray Ealy PO Box 3323 Nashua, NH 03061-3323 Phone (603) 882-8994	0	
Portsmouth Regional Office Linda Breden Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	
Shirley Sneve, Executive Director Native American Public Telecomm. 1800 N. 33 St. Lincoln, NE 68503 Phone (402)472-0208	0	
Valerie Mahar, VP of Student Services River Valley Community College One College Place Claremont, NH 03743 Phone (603) 542-7744	0	

Appendix 3

Annual EEO Public File Report
Covering the Period from
November 21, 2021 to November 20, 2022

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:

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

Activity: Internships

Description: From June 2022 to August 2022 an intern worked with the radio station staff to learn about the different areas of the radio station. She spent time in different areas of the radio station, observed air shifts, production, interviews, newscasts & remote broadcasts.

INITIATIVE:

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

Activity: Career Exploration Day

Description: On May 31, 2022 June 1, 2022 and June 2 2022, we participated in the Pine Tree School Career Exploration day. Clay Groves visited Pine Tree School and discussed careers in radio and did recordings to show them what types of things we can do with audio.

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 2022 and May 2022. 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 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 13, 2022, where \$15,000.00 in scholarships were awarded.