

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, 2019 to and including November 20, 2020 (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.

A handwritten signature in black ink, appearing to read 'L. Seavey', with a long horizontal flourish extending to the right.

Lucia J. Seavey
Vice President of Operations
11/24/2020

Appendix 1
Annual EEO Public File Report

Covering the Period from November 21, 2019 to November 20, 2020

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
Account Executive	Mt. Washington Radio	4
Account Executive	Mt. Washington Radio	(Same)

Total Number of Persons Interviewed During Applicable Period: 4

Appendix 2

Annual EEO Public File Report Covering the Period from November 21, 2019 to November 20, 2020

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	4	Account Executive (2)
NHAB Job Bank Tracy Caruso PO Box 5578 Manchester, NH 03108 Phone 603-232-0277 (online listing)	0	Account Executive (2)
Seacoast NAACP Purnell Ross PO Box 1261 Portsmouth, NH 03802 Phone (603) 749-6362	0	Account Executive (2)
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	Account Executive (2)
NH Employment Security 518 White Mtn. Highway Conway, NH 03818 Phone (603) 447-5924 (online listing)	0	Account Executive (2)
Patricia Gamelin Southern NH University 2500 N. River Rd. Manchester, NH 03106 Phone: 603-645-9630 (online listing)	0	Account Executive (2)

<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	Account Executive (2)
The Cosby Center for Mass Comm. John Logan, Acting Director Central State University Wilberforce, OH 45384 Phone (937) 376 6261	0	Account Executive (2)
Dartmouth College Career & Employment Services Patrice Vidal 63 South Main Street, Suite 200 Hanover, NH 03755-2091 Phone (603) 646- 2215	0	Account Executive (2)
Employment Clearinghouse National Association of Broadcasters Michael McKinley 1771 N. Street NW Washington, DC 20036 Phone (202) 429-5497	0	Account Executive (2)
Ms. Joyce Rogers, Career Services Director Boston University College of Communications 640 Common Wealth Ave. Boston, MA 02215 Phone (617) 353-3590	0	Account Executive (2)

<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	Account Executive (2)
Portsmouth Regional Office Linda Breden Vocational Rehabilitation 215 Commerce Way, Suite 3 Portsmouth, NH 03801 Phone (603)436-8884	0	Account Executive (2)
Shirley Sneve, Executive Director Native American Public Telecomm. 1800 N. 33 St. Lincoln, NE 68503 Phone (402)472-0208	0	Account Executive (2)
Valerie Mahar, VP of Student Services River Valley Community College One College Place Claremont, NH 03743 Phone (603) 542-7744	0	Account Executive (2)

Appendix 3

Annual EEO Public File Report
Covering the Period from
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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 severely hampered by the Covid-19 pandemic. Typically most of the activities that we participate in would take place between April and the end of the school year or over the course of the summer. Although we were scheduled to participate in several school activities they were all cancelled due to the pandemic. During the summer, we frequently have an individual complete an internship. This year, we weren't able to due this due to reduced staffing caused by the pandemic and to limit contact with individuals outside of our small group of employees for safety reasons. A portion of our sales team worked remotely and we enacted restrictions on visitors to the studios to create as safe an atmosphere as possible for those individuals required to maintain a physical presence at the station.

We are closely monitoring the situation surrounding the pandemic and will resume supplemental recruitment activities as soon as it is safe to do so.

INITIATIVE:

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

Activity: Career Day

Description: On May 21, 2020 we were scheduled to participate in the Kennett High School Career Day and set up a display where students would visit us throughout the morning to discuss careers in radio. This event was cancelled when schools were required to transition to remote learning.

Activity: Career Day

Description: On May 22, 2020 we were scheduled to participate in Pine Tree Elementary School's Career Exploration Day. This event was cancelled when schools were required to transition to remote learning.

Activity: WPTS Radio Team Field Trip

Description: On June 20, 2020 we were scheduled to participate in field trip for the Pine Tree Elementary School's WPTS Radio Team. A group of students was planning to come to the station and talk with each person here about what they do at the radio station. This event was cancelled when schools were required to transition to remote learning.