

WBIN Media Company, Inc. dba Binnie Media

CONCORD – LACONIA – WEST LEBANON, NH EMPLOYEE UNIT

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:

WJYY, WNHW, WNNH, WLNH, WEMJ, WXLF, WZLF

The information in this report covers the time period beginning December 1, 2016 to and including November 30, 2017. 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 Stations comprising the Station Employment Unit during the applicable period. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, the total number of interviewees conducted, and the recruitment source for each interviewee.
2. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

Job Vacancies Filled

Position #	Job Title	Recruitment Sources used to fill position	Recruitment Source for hiree	Total number of persons interviewed	Date Position Opened	Date Position Filled
1	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites and Facebook, Employee Referrals	Employee Referral	6	11/8/2016	1/16/2017
2	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	Employee Referral	6	2/1/2017	4/10/2017
3	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	Employee Referral	6	2/1/2017	10/2/2017
4	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	On Air Announcement	4	2/1/2017	5/8/2017
5	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	On Air Announcement	4	2/1/2017	2/6/2017
6	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	Employee Referral	1	5/10/2015	5/15/2017
7	Account Executive	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	On Air Announcement	4	2/1/2017	2/6/2017
8	Receptionist	Concord Monitor, Station Websites, Employee Referrals, Indeed.com	Indeed.com	7	5/1/2017	9/5/2017

Binnie Media

Concord-Lakes Region-West Lebanon, NH

Recruitment Source List

New Hampshire Association of Broadcasters Job Bank

Tracy Caruso

www.nhab.org

Binnie Media Radio Station Websites and Facebook Pages

www.wjyy.com

www.wlnh.com

www.953thewolf.com

www.933thewolf.com

www.nh1.com

On Air Announcements – Binnie Media Radio Stations

WLNH 98.3

WJYY 105.5

WNNH 99.1

WNHW 93.3

WXLF 95.3

WZLF 107.1

WEMJ 1490AM

Concord Monitor

Online submission

Indeed.com

Online submission

Internal Job Postings and Employee Referrals

During the previous 12 months, there were a total of 25 people interviewed for vacancies for full-time positions at the radio stations in the unit. The following is a list of the total number of interviewees referred by each recruitment source shown.

Recruitment Source	Number of persons interviewed from source	Number of persons hired from source
Employee Referral	5	4
Station Websites	4	0
Indeed.com	3	1
On Air Radio Ads	4	3
Concord Monitor	2	0

During the last twelve months, the station employment unit engaged in the following menu option initiatives:

Menu Option Initiative	Description
Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.	Binnie Media has set up an internship program at the radio stations in the unit. The internship program is designed to provide students with an opportunity to learn about broadcasting. Interns get hands on experience in marketing, promotions, engineering, sales, support, and live broadcasts. We hosted students from the University of NH who received college credit for their work.
Participation in Job Fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Binnie Media participated in 4 Virtual Job Fairs hosted by the New Hampshire Association of Broadcasters in December 2016; March 2017; July 2017; and October 2017. Information about career opportunities at Binnie Media, as well as specific job requirements and contact information to apply was included. All Binnie Media Radio Stations promoted the Job Fairs.
Participation in scholarship programs for broadcast careers.	Binnie Media participated in the 2017 New Hampshire Association of Broadcasters Student Scholarship program with both a financial contribution; by running commercials on all stations to inform students of the availability of the program; and by participating in the judging of entries.
Continuing Education	Management personnel participated in the EEO Webinar offered by the New Hampshire Association of Broadcasters and presented by the law firm of Pillsbury Winthrop Shaw Pittman on October 18, 2017. The webinar detailed EEO program requirements, record keeping and reporting procedures.