

**NASSAU BROADCASTING – NEW ENGLAND  
MANCHESTER-CONCORD LAKES 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:

WNNH, WNHW, WJYY, WWHK, WWHQ, WLNH, WLKZ, WEMJ, WFNQ

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Nassau Broadcasting – New England, please provide Nassau Broadcasting – New England with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following person at Nassau Broadcasting – New England:

Human Resources  
Nassau Broadcasting  
477 Congress Street  
Portland, ME 04101  
207-797-0780

The information in this report covers the time period beginning December 1, 2010 to and including November 30, 2011. 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.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each 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
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

It is the policy of Nassau Broadcasting d/b/a WNNH, WNHW, WJYY, WWHK, WWHQ, WLNH, WLKZ, WEMJ and WFNQ to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

**WNNH, WNHW, WJYY, WWHK, WWHQ, WLNH, WLKZ, WEMJ, WFNO**

**EEO PUBLIC FILE REPORT**

**DECEMBER 1, 2010 – NOVEMBER 30, 2011**

**I. VACANCY LIST**

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Marketing Representative	1, 17, 22, 26, 29	29
Account Executive	15, 17, 22, 23, 30	30
Account Executive	15, 17, 22, 23, 30	30

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 month-period
1.	NH Employment Security 85 Mechanic Street Lebanon, NH 03766 603-448-6340	No	0
2.	Dartmouth College Career & Employment Services 6208 Collis Center Hanover, NH 03755 Patrice Vidal 603-646-2215	No	0
3.	Franklin Pierce College Career Planning & Placement Office PO Box 60 Rindge, NH 03461	No	0
4.	Lebanon College 1 Court Street, Ste 200 Lebanon, NH 03766 Donald Wenz, President 603-448-2445	No	0
5.	Monster.com <a href="http://www.monster.com">www.monster.com</a>	No	0
6.	Valley News PO Box 877 White River Jct, Vt 05001	No	0
7.	Lebanon Vocational Rehabilitation Office 20 West Park Street, Suite 219	No	0

	Lebanon, NH 03766 603-448-5793		
8.	Vermont Department of Employment Training Holiday Inn Dr PO Box 797 White River Jct, VT 05001	No	0
9.	JobsinNH.com PO Box 604 Westbrook ME 04098	No	0
10.	W.I.S.E. Career Counseling Program 79 Hanover St Ste 1 Lebanon, NH 03766	No	0
11.	Connecticut Valley Spectator RR2 Box 301 River Rd Claremont, NH 03743	No	0
12.	All Access Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
13.	Unsolicited Resumes by Mail and Fax		0
14.	Radio and Records <a href="http://www.radioandrecords.com">www.radioandrecords.com</a>	No	0
15.	On Air Announcements on Radio Stations	No	6
16.	Vab.org PO Box 4489, Burlington, VT 05406 vab@together.net	No.	0
17.	NHAB Website <a href="http://www.nhab.org">www.nhab.org</a>	No	1
18.	Agency – Leddy Group Deb Irwin Laconia Branch	No	0
19.	Concord Monitor and New Hampshire Patriot P.O. Box 1177 Concord NH 03302 603-224-5301	No	0
20.	Manchester Union Leader Corporation Attn: Sue 100 William Loeb Drive P.O. Box 9555 Manchester, N.H. 03108-9555	No	0

	(603) 668-4321 x 290		
21.	The Citizen 171 Fair St. Laconia, NH 03246 603-524-3800 – Mike Massessa	No	0
22.	Station Websites <a href="http://www.1063FrankFM.com">www.1063FrankFM.com</a> <a href="http://www.wjyy.com">www.wjyy.com</a> <a href="http://www.wvnnh.com">www.wvnnh.com</a> <a href="http://www.933thewolf.com">www.933thewolf.com</a> <a href="http://www.thehawkrocks.com">www.thehawkrocks.com</a>	No	4
23.	Employee Referral	No	2
24.	Laconia Daily Sun 65 Water Street Laconia, NH 03246	No	0
25.	Southern New Hampshire University 2500 N. River Road Manchester, NH 03106 Career Development Attn: Brenda Rossingnal 603-645-9624	No	0
26.	Station Employment Area Positions posted in an area where all employees can see them 11 Kimball Drive Hooksett, NH 03106 603-225-1160 x 220 Pete Detone	No	0
27.	Radio Station Job Fair	No	0
28.	Radio On-Line <a href="http://menu.radio-online.com/cgi-bin/\$rolmenu.exe/jobs">http://menu.radio-online.com/cgi- bin/\$rolmenu.exe/jobs</a>	No	0
29.	Craig's list <a href="http://www.craigslist.com">www.craigslist.com</a>	No	5
30.	Former Employee	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>19</b>

### III. RECRUITMENT INITIATIVES: Menu Option Initiatives

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.

- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
- 6) Participation in job banks, internet programs, and other programs designed to promote outreach generally
- 7) Participation in scholarship programs designed to assist students interest in pursuing a career in broadcasting
- 8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
- 9) Establishment of a mentoring program for station personnel
- 10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
- 11) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting
- 12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- 14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
- 15) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
- 16) Participation in other activities designed by the station 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

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	5	Nassau Broadcasting has set up an internship program at all of its radio stations in New England. The internship program is designed to provide students and recent graduates with an opportunity to learn about broadcasting and its supporting areas. Interns get hands on experience in marketing and promotions, engineering, sales support and live broadcasts.
2.	16	Nassau Broadcasting provides all contest winners, and any visitors of the stations the opportunity to tour the radio stations and talk with the staff. During this time, careers in broadcasting are discussed and visitors are educated about the broadcasting industry. The tour includes information about how the broadcasting industry strives to serve its local community. Visitors are asked to give their opinions as to what the hottest topics in the local community are.
3.	8	Nassau Broadcasting provides training to current employees involved in the traffic and promotions department which enables them to gain specific skills needed for promotion. One employee was trained in visual traffic and promoted for the position.

4.	1	<p>On November 9, 2011 Nassau Broadcasting employees Peter DeTone, General Manager, Jim Adams and Kim Terbrack participated in a student career/job fair for the student body of South New Hampshire University. Nassau Broadcasting handed out informational packages which discussed careers in broadcasting in addition to one on one discussions with students about careers in broadcasting.</p>
5.	14	<p>On June 9, 2011 Peter DeTone, General Manager and Jim Adams attended a seminar hosted by the New Hampshire Association of Broadcasters and Pillsbury Winthrop Shaw Pittman, LLP which discussed EEO rules and requirements.</p>
6.	6	<p>Nassau Broadcasting ran a radio campaign on radio stations WFNQ, WJYY and WNHW between August 8, 2011 to October 30, 2011 which aimed to solicit organizations to refer qualified applicants to the radio station.</p>