

**WBIN Media Company, Inc. dba Binnie Media**

**NASHUA, 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:

WFNQ-FM

The information in this report covers the time period beginning December 1, 2015 to and including November 30, 2016. 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, Employee Referrals	Employee Referral	7	10/8/2015	1/29/2016
2	On Air Talent	On air announcements, New Hampshire Association of Broadcasters Job Bank, Station Websites, Employee Referrals, Industry Websites	Employee Referral	1	9/1/2016	10/1/2016

During the previous 12 months, there were a total of 8 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown.

<b>Recruitment Source</b>	<b>Number of persons interviewed from source</b>	<b>Number of persons hired from source</b>
Employee Referral	2	2
Station Website	2	0
MAB.org	1	0
On Air Radio Ads	2	0
NHAB.org	1	0

**Binnie Media**  
**Nashua, NH**  
**Recruitment Source List**

New Hampshire Association of Broadcasters Job Bank  
Massachusetts Association of Broadcasters Job Bank  
Ed Brouder

707 Chestnut St.  
Manchester, NH 03104  
phone: 603.627.9600  
[www.nhab.org](http://www.nhab.org)  
[www.mab.org](http://www.mab.org)

Binnie Media Radio Station Websites  
[www.1063frankfm.com](http://www.1063frankfm.com)

On Air Announcements – Binnie Media Radio Stations  
WFNQ 106.3FM

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 Nashua Community College and the University of NH who received college credit for their work.
Hosted our own Job Fairs	Binnie Media hosted a Media Careers event at our main office in Concord, NH where potential candidates could learn about careers in broadcasting. Hiring representatives from all NH stations were present at the event held in May 2016.
Participation in scholarship programs for broadcast careers.	Binnie Media participated in the 2016 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.
Participation in Job Fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Binnie Media participated in Job/Career Fairs during the reporting period hosted by other organizations. Personnel with hiring responsibility attended these events at Southern New Hampshire University (two different events), and with the Virtual Job Fairs in March, June and September of 2016 (Sponsored by the New Hampshire Association of Broadcasters).