

EEO PUBLIC FILE REPORT
CONCORD-LAKES-LEBANON, NH EMPLOYEE UNIT
WBIN MEDIA COMPANY, INC. dba BINNIE MEDIA

FOR

WJYY-FM
WNHW-FM
WNNH-FM
WLNH-FM
WEMJ-AM
WXLF-FM
WZLF-FM

This EEO Public File Report
Covers the Period
December 1, 2023 – November 30, 2024

WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM, WXLF-FM and WZLF-FM
EEO PUBLIC FILE REPORT
December 1, 2023 - November 30, 2024

This EEO Public File Report is filed in Stations WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM, WXLF-FM, and WZLF-FM inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one-year time-period ending November 30, 2024 (the "Reporting Period") for WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM, WXLF-FM, and WZLF-FM.

Sections I through III of the attached report are intended to provide the information required by the FCC's EEO Rule. Sections I and II contain the following information for each full-time vacancy:

- The vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each fulltime vacancy;
- The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- The total number of persons interviewed for each recruiting source over the Reporting Period.

Section III contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Heath Cole, at (603) 230-9000.

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WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM, WXLF-FM and WZLF-FM

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Vacancies Filled

WJYY-FM, WNHW-FM, WNNH-FM, WLNH, WEMJ-AM, WXLF-FM, and WZLF-FM

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	SALES	Employee Referrals, On Air #44, BinnieMedia.com, LinkedIn.	Employee Referral	2	3/5/2024	4/9/2024
2	ENGINEER	BinnieMedia.com, Employee Referrals, MediaStaffingNetwork.com.	Previous Employee	4	5/1/2024	6/3/2024
3	SALES	Employee Referrals, On Air #44, BinnieMedia.com, LinkedIn.	On Air Announcement #44	2	6/1/2024	7/22/2024
4	SALES	Employee Referrals, On Air #44, BinnieMedia.com, LinkedIn.	On Air Announcement #44	2	6/1/2024	10/1/2024

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
2	ABCD, Inc 178 Tremont St Boston, Massachusetts Phone : 617 657-6000 Url : http://www.bostonabcd.org Email : hr@bostonabcd.org Fax : 1-617-423-7693 Robert Cord	N	0
3	Asian American Civic Association 87 Tyler St 5th Floor Boston, Massachusetts Phone : 617 426-9492 Url : http://aaca-boston.org/site/ Email : info@aaca-boston.org Fax : 1-617-482-2316 Wendy Huang	N	0
4	Asian American Journalist Assoc-New England Chapter, New Hampshire Phone : 781-433-4217 Url : http://www.aajane.org Email : newengland.aaja@gmail.com Sagita Chandra	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0

6	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Dana Faulconer Manual Posting	N	0
7	Broadcasting & Cable 11 West 42nd Street New York, New York Phone : 845-678-3334 Url : https://www.broadcastingcable.com/ Michael Demenchuk Manual Posting	N	0
8	Career Collaborative, Inc 77 Summer Street 11th Floor Boston, Massachusetts Phone : 617-424-6616 Url : http://www.careercollaborative.org Email : info@careercollaborative.org Chris Berg	N	0
9	Career Connections NH 74 Northeastern Blvd Nashua, New Hampshire 03062 Phone : 603-880-7184 Url : http://www.careerconnectionsnh.com/ Career Services Manual Posting	N	0
10	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Current Employee	N	0
12	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Email : ellen.shaw-peterson@va.gov Ellen Shaw	N	0
13	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
14	Employee Referral	N	3
15	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423		

	Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
16	Greater Manchester Chamber of Commerce 54 Hanover Street Manchester, New Hampshire 03101 Phone : 603-666-6600 Career Services Manual Posting	N	0
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	0
18	Insideradio.com 1200 Broadway, 6th FL Nashville, Tennessee 37203 Phone: 800-248-4242 Email: contact@insideradio.com Advertising: Tom English Tom@insideradio.com	N	0
19	Journalismjobs.com Oakland, California Phone : 510-508-7386 Email : contact@journalismjobs.com Career Services	N	0
20	KBW Staffing 273 Corporate Dr. Suite 160 Portsmouth, NH 03801 Phone: 603-200-4030 www.Kbwfinancial.com	N	0
21	Latin American Student Organization, NorthEastern University 104 Forsyth St Boston, Massachusetts Phone : 617-373-5845 Url : http://www.neu.edu.org Email : r.torres@neu.edu Fax : 1-617-373-7888 R. Torres	N	0
22	LinkedIn.com 2029 Stierlin Court Sunnyvale, California 94087 Url : www.linkedin.com Career Services Manual Posting	N	0
23	Massachusetts Rehabilitation Commission		

	One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-727-1354 Url : http://www.mass.gov Email : paula.santagati@state.ma.us Paula Santagati	N	0
24	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilston	N	0
25	Media Match 8112 1/2 West 3 rd Street Los Angeles, California 90048 Phone : 323-284-5589 Email : info@media-match.com Career Services	N	0
26	Media Staffing Network MediaStaffingNetwork.com Phone: 336-698-3345 Email: info@mediastaffingnetwork.com	N	2
27	MediaBistro 825 8 th Avenue 29 th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
28	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : http://www.merrimack.edu.org Robert Keohan Manual Posting	N	0
29	NAHJ 1050 Connecticut Ave NW 10 th Floor Washington, District of Columbia 20036 Phone : 888-281-9066 Career Services Manual Posting	N	0
30	National Alliance of State Broadcasters 2333 Wisconsin Street., NE Albuquerque, NM 87110 Phone : 505-881-4444 https://nasbaonline.net/	N	0
31	NE School of Communications 1 College Circle Bangor, Maine 04401 Phone : 888-877-1876	N	0

	Email : devineb@nescom.edu Bill Devine		
32	National Association of Hispanic Journalists 1193 National Press Bldg. Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Jose McMurray Manual Posting	N	0
33	NH Association of Broadcasters PO Box 5578 Manchester, New Hampshire 03108 Phone : 603-232-0277 Url : http://nhab.org/ Email : tracy@nhab.org Fax : 1-603-232-0277 Tracy Caruso	N	0
34	NH Works 45 South Fruit Street Concord, New Hampshire 03301 Phone : 603-228-4083 Career Services Manual Posting	N	0
35	Previous Employee	N	1
36	Ramp247 25876 The Old Road #254 Valencia, CA 91381 Phone: 661-294-9408 www.ramp247.com	N	0
37	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
38	Robert Half Finance & Accounting 100 Middle St. 3 rd Floor Portland, ME 04101 Phone: 207-888-2808 www.roberthalf.com	N	0
39	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Fax : 1-317-846-9120 Manual Posting	N	0
40	South Asian Journalist Association, New Hampshire Url : http://www.sree.com		

	Email : sree@sree.net Sreenath Sreenivasan	N	0
41	Southern Maine Comm.College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny	N	0
42	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
43	WBIN Media Co. Inc. Facebook Pages/Concord-Lakes-Lebanon https://www.facebook.com/1055jyy https://www.facebook.com/933thewolf https://www.facebook.com/FrankFMradio https://www.facebook.com/1077ThePulse https://www.facebook.com/953thewolf	N	0
44	WBIN Media Co. Inc. https://binniemediacom/career-opportunities/ On-Air Announcements: WJYY-FM, WNHW-FM, WNNH-FM, WLNH-FM, WEMJ-AM, WXLN-FM, WZLF-FM	N	4
45	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : http://www.ulem.org Email : acervin@ulem.org Fax : 1-617-442-0562 Career Services	N	0
46	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email:customerservice@mediagignow.com MediaGigNow.com	N	0

TOTAL INTERVIEWS OVER REPORTING PERIOD:
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III. RECRUITMENT 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/job shadow program at the radio stations in the unit. The program is designed to provide students with an opportunity to learn about broadcasting. Students get hands-on experience in marketing, promotions, engineering, sales, and support.
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 2023; March 2024; June 2024; August 2024; and November 2024. 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 2024 New Hampshire Association of Broadcasters Student Scholarship program with 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.
Community Outreach and Education	Binnie Media offered and hosted community groups to tour our facilities and learn about our industry. We have hosted both virtual studio tours and in-person tours. A variety of local groups, Veteran's outreach, Scouts, Rotary groups, Leadership Greater Concord: Communications & Media Day, NHTI: Bringing Back The Trades Expo, and Chamber of Commerce for the business community.