

## 2019 ANNUAL EEO PUBLIC FILE REPORT

Northeast Communications Corporation(NCC)

Station(s): WFTN-FM, WFTN-AM, WPNH-FM, WPNH-AM, WSCY-FM

Community(ies) of License: Franklin, Plymouth and Moultonborough NH

Reporting Period: December 1, 2018 - November 30, 2019

No. of Full-time Employees: 8

During the Reporting Period, a total of one (1) full time position was filled.

### LIST OF POSITION FILLED:

Full-time afternoon drive on-air and production director. Position was advertised through the New Hampshire Association of Broadcasters web site, [www.nhab.org](http://www.nhab.org) as well as [www.allaccess.com](http://www.allaccess.com). Position was filled 2/4/19 with the hiring of Christian Mower.

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with FCC rule 73.2080(c)(2): Initiative Title: Internships NCC radio stations work closely with area high schools and colleges to offer independent study credits for internships. These internships are held on a year-round basis and include hands - on experience for the students both in studio and on location.

Internship awarded to Christopher Eastman, 10/22/19 - present.

Christopher is working with all Northeast Communications Stations.

Primary student mentor: Program Director

Internship awarded to Justin Lowe, 7/7/16-present, a 2015 graduate of Laconia high School. He's working with Easter Seals "Youth transitional services" to explore careers and he has decided on Radio. His work earns him "work ethic hours" that will help him as he transitions into "Adult transitional services" at age 21. Justin works with all Northeast Communications Stations. Primary student mentor: Production Director.

Initiative Title: Career Day NCC radio station personnel participate in a number of career day events at local schools and institutions to describe career opportunities in the broadcast field. Radio station personnel who have contributed during the covered period include:

Operations Manager Fred Caruso and News Director Amy Bates - Franklin Middle School School – To - Work Program, 5/2/19; Operations Manager Fred Caruso

Paul Smith School, Franklin, NH, 5/22/19; Operations Manager Fred Caruso

Spaulding Youth Center, Northfield, NH, 11/14/19; Operations Manager Fred Caruso and Amy Bates

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Winnisquam Middle School Tilton, NH, 12/16/18; Operations Manager Fred Caruso and News Director Amy Bates

Initiative Title: Job Fairs NCC regularly participates in area job fairs, including fairs conducted by the New Hampshire Association of Broadcasters local colleges (such as the Lakes Region Community College) and local outreach facilities (such as LRGHealthcare). Job Fairs participated in during the covered period:

LRCC Job Fair 7/13/19. Represented were All Northeast Communications Radio Stations. Operations Manager Fred Caruso, who has authority to hire, represented the Unit.

Lakes Region Chamber of Commerce Job Fair, 5/13/19; Represented were All Northeast Communications Radio Stations. Operations Manager Fred Caruso, who has authority to hire, represented the Unit.

NCC hosted Job Fair at Tanger Outlet center, Tilton, 10/13/19. Represented were All Northeast Communications Radio Stations. Operations Manager Fred Caruso, who has authority to hire, represented the Unit.

Year: December 1, 2018 - November 30, 2019

Initiative Title: Mentoring NCC has a mentoring program for current employees who seek to acquire new skills. The mentoring program for

current employees is intended to enable to qualify them for higher level positions. Examples include sales training and programming seminars provided by the New Hampshire Association of Broadcasters.

Year: December 1, 2018 - November 30, 2019

Initiative Title: NHAB Scholarship Program NCC ran a schedule of public service announcements for the period of April 1, 2017 - May 15, 2017 to promote the NHAB Scholarship Program, awarded to a New Hampshire student entering the broadcast field. NCC accepted nominations and forwarded prospective scholarship recipients to the staff of the NHAB, who make the final decision.

A COMPLETE LIST OF RECRUITMENT SOURCES, WHICH WE HAVE COMPLIED, IS LISTED BELOW. Northeast Communications Corporation promotes all employment opportunities through a number of sources. We advertise in online services such as [www.nhab.org](http://www.nhab.org); [www.allaccess.com](http://www.allaccess.com); [www.jobsinnh.com](http://www.jobsinnh.com); and many more.

1 - Northeast Communications Corporation, internal posting and on-air announcements. [www.mix941fm.com](http://www.mix941fm.com); [www.wscy.com](http://www.wscy.com); [www.wpnhfm.com](http://www.wpnhfm.com).

2 - [www.nhab.org](http://www.nhab.org)-707 Chestnut St., Manchester, NH03104

3-[www.allaccess.com](http://www.allaccess.com) 28955 Pacific Coast Highway, Suite 2105, Malibu, CA90265

4-[www.jobsinnh.com](http://www.jobsinnh.com).

5-Concord Vocational Rehab Office, 2 Industrial Park Drive, Building 2, Concord, NH03301

6-NH Employment Security, 10 West St., Concord, NH03301

7-NH Job Training Council, 64 Old Suncook Road, Concord, NH03301

8-NH Technical Institute, 31 College Drive, Concord, NH03301

9-Lakes Region Community College, Route 106, Prescott Hill, Laconia, NH 03246

10-Franklin High School School – To - Work Program, 374 Central St., Downtown Franklin, NH 03235