

## 2023 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, 2022- November 30, 2023

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/production director. Position was advertised through the New Hampshire Association of Broadcasters web site, [www.nhab.org](http://www.nhab.org), [www.allaccess.com](http://www.allaccess.com), [www.wmcc.edu](http://www.wmcc.edu), (White Mountain Community College), and on-air on all Northeast Communications radio stations. Three interviews were conducted, all from the NHAB listing. One of the three candidates interviewed from this listing was hired after the interview process. Position was filled 3/4/2023 with the hiring of Pat Kelly.

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 Gavin Martin, NHTI Concord, 5/16/2022-present. Gavin worked with all Northeast Communications Stations. Primary student mentor: Program Director.

Internship awarded to Mathew Nason, 11/10/2023, Franklin High School 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. Jay Gadon, a senior sales executive and Fred Caruso, Operations Manager and Assistant GM, conducted these career day events at Gilford Middle/High School 5/9/2023; at Winnisquam Regional High School 3/20/2023; at Merrimack Valley Middle School 5/26/2023 and at Franklin High School 10/27/2023.

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:

Lakes Region Chamber of Commerce Virtual Job Fair, 5/10/2023; Represented were All Northeast Communications Radio Stations. Operations Manager Fred Caruso, who has authority to hire, represented the Unit.

Career Fair at Winnisquam Regional High School, Tilton, NH, 9/8/2023. All Northeast Communications Radio Stations were represented by Operations Manager Fred Caruso, who has the authority to hire, on-air personality Christian Mower and Senior Account Executive Jay Gadon.

Year: December 1, 2022 - November 30, 2023

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, 2022 - November 30, 2023

Initiative Title: NHAB Scholarship Program NCC ran a schedule of public service announcements for the period of April 1, 2023 - May 15, 2023 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.laconiadailysun.com](http://www.laconiadailysun.com)

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

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

7-[www.wmcc.edu](http://www.wmcc.edu) (White Mountain Community College)

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