

**NASSAU BROADCASTING – NEW ENGLAND
LEWISTON-AUBURN-PORTLAND MAINE EMPLOYMENT 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:

WFNK, WHXR, WHXQ, WLVP, WBQW, WBQQ, WTHT, WLAM

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, 2008 to and including November 30, 2009. 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 WFNK, WHXR, WHXQ, WLVP, WBQW, WBQQ, WTHT, WLAM 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.

WFNK, WHXR, WHXQ, WLVP, WBQW, WBQQ, WTHT, WLAM

**EEO PUBLIC FILE REPORT
DECEMBER 1, 2008 – NOVEMBER 30, 2009**

I. VACANCY LIST

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|-------------------|---|--------------------|
| Account Executive | 26, 27, 29 | 27 |

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. | Adult Education – Kennebunk Attn: Mary Greely 1 Storer St Kennebunk, ME 04043 207-985-1116 | No | 0 |
| 2. | African American Media Incubator Attn: Pearl Murphy 2164 Wisconsin Ave., Washington DC 20007 202-342-6661 | No | 0 |
| 3. | All Access Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 www.allaccess.com | No | 0 |
| 4. | Alliance for Progress of Hispanic Americans Attn: Nury Marquez 83 Hanover Street Manchester, NH 03101 603-627-5127 | No | 0 |
| 5. | American Women in Radio and Television, Inc. Attn: Maria Brennan 8405 Greensboro Drive, Suite 800 Mclean, VA 22102 703-506-3290 | No | 0 |
| 6. | Andover College | No | 0 |

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| | <p>Attn: Tony Hartford 901 Washington Ave Portland, ME 04103 207-774-6126</p> | | |
| 7. | <p>Association for Women in Communications Attn: Patricia Troy 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 410-540-7442</p> | No | 0 |
| 8. | <p>Biddeford-Saco Chamber of Commerce Attn: Aaron Drisko 110 Main St. Saco, ME 04072 207-282-1567</p> | No | 0 |
| 9. | <p>Bonney Personnel Services Attn: Jennifer Hawkes 477 Congress St, Portland, ME 04101 207-773-3829</p> | No | 0 |
| 10. | <p>Bowdoin College Office of Career Services Attn: Mary Janeway Moulton Union Building Brunswick ME 04011 207-725-3717</p> | No | 0 |
| 11. | <p>Career Center/Cumberland County Training Resource Center Attn: Bobby Piveronas 185 Lancaster Street Portland, ME 04104 207-775-5891</p> | No | 0 |
| 12. | <p>Career Management Associations Attn: Mark Rajotte Andrews Square 72 Pine Street Portland, ME 04102 207-780-1125</p> | No | 0 |
| 13. | <p>Colby College, Womens Gender and Sexuality Services Attn: Pamela Thoma Colby College Waterville, ME 04901 207-872-3416</p> | No | 0 |
| 14. | <p>Connections Career Services Attn: Mark Nakell</p> | No. | 0 |

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| | 1 Pleasant Street Portland, ME 04101 207-773-4413 | | |
| 15. | Emerson College Career Center Attn: Christina Carico Career Planning Services 100 Beacon Street Boston, MA 02116 617-824-8586 | No | 0 |
| 16. | Katahdin Area Training & Education Center Attn: Deb Rountree 1 Industrial Road, Box 560 East Millinocket, ME 04430 800-498-8200 | No | 0 |
| 17. | Kelly Services Attn: Bill Schissler 75 John Robers Road South Portland, ME 04106 | No | 0 |
| 18. | Maine Association of Broadcasters Attn: Suzanne Goucher 128 State Street Augusta, ME 04333 207-623-3870 | No | 0 |
| 19. | Maine Job Bank Attn: Leon Ouimet Bureau of Employment Services 55 State House Station Augusta, Maine 04333 207-624-6390 | No | 0 |
| 20. | New England School of Communications One College Circle Bangor, ME 04401 207-941-7176 | No | 0 |
| 21. | New Hampshire College Career Development/Manchester Attn: Patricia Gamelin 2500 North River Road Manchester, NH 03106603-645-9624 | No | 0 |
| 22. | Portland's Regional Chamber of Commerce 60 Pearl Street, Portland ME 04101 207-772-2811 | No | 0 |
| 23. | Saint Josephs College of Maine | No | 0 |

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| | Attn: Tom Novak 278 Whites Bridge Road Standish, ME 04084 207-893-6636 | | |
| 24. | Southern Maine Technical College Attn: David Tracy 2 Fort Road South Portland, ME 04106 207-741-5500 | No | 0 |
| 25. | Jobsinme.com Attn: Bonnie Conley 90 Bridge St. Suite 310 Westbrook, ME 04092 877-374-1088 | No | 0 |
| 26. | Southernmainehelpwanted.com Attn: Dale Muldar PO Box 95000-1630 800-365-8630 | No | 0 |
| 27. | Employee Referral | No | 2 |
| 28. | On Air Announcement by WFNK, WHXR, WHXQ, WLVP, WBQW, WBQQ, WTHT, WLAM | No | 0 |
| 29. | Station Employment Area Positions posted in an area where all employees can see them 477 Congress Street Portland, ME | No | 0 |
| 30. | Station Website www.boneradio.com www.999thewolf.com www.boneradio.com www.1075frank.com | No | 0 |
| 31. | Career Page National Alliance of State Broadcasters | No | 0 |
| 32. | NAACP Job Fair (discussed below) | No | 0 |
| 33. | Former Employee | No | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 2 |

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. |

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| 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 |
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