

**NASSAU BROADCASTING – NEW ENGLAND
LEBANON/WHITE RIVER JUNCTION/ RUTLAND VERMONT 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:

WHDQ-FM, WWOD-FM, WPLY-FM, WXLF-FM,
WZLF-FM, WNHV-AM, WTSV-AM, WEXP-FM AND WTHK-FM

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 WHDQ-FM, WWOD-FM, WPLY-FM, WXLF-FM, WZLF-FM, WNHV-AM, WTSV-AM, WEXP-FM and WTHK-FM 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.

**WHDQ-FM, WWOD-FM, WPLY-FM, WXLF-FM, WZLF-FM, WNHV-AM, WTSV-AM,
WEXP-FM AND WTHK-FM**

**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	2,3,21	3
Traffic Director	42	42
On Air Staff	3,13,21,22,40	3
Traffic Director	5,21,42	42
Account Executive	3,20	3

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.	NH Employment Security 85 Mechanic Street Lebanon, NH 03766	No	0
2.	Station Websites 41 Jacques Street Barre, VT 05641	No	1
3.	Employee Referral	No	4
4.	Vermont Department of Employment and Training P.O. Box 310, Burlington, VT 05402	No	0
5.	Monster.com www.monster.com	No	0
6.	Dartmouth College Career & Employment Services 6208 Collis Center Nahover, NH 03755 Patrice Vidal 603-646-2215	No	0
7.	Franklin Pierce College Career Planning & Placement Office PO Box 60 Rindge, NH 03461 603-899-4000	No	0

8.	Lebanon College 1 Court Street, Ste 200 Lebanon, NH 03766 Donald Wenz, President 603-448-2445	No	0
9.	JobsinNH.com PO Box 604 Westbrook ME 04098	No	0
10.	Valley News PO Box 604 Westbrook, Me 04098	No	0
11.	Broadcast Marketing Services www.broadcastmarketingservices.com	No	0
12.	Vermont Department of Employment Training Holiday Inn Dr PO Box 797 White River Junction VT 05001	No	0
13.	All Access Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 www.allaccess.com	No	5
14.	Connecticut Valley Spectator RR2 Box 301 River Road Claremont, NH 03743	No	0
15.	Radio 1 Broadcast School www.radio1school@charterinternet.net Mail to: Joe Deschler	No	0
16.	Unsolicited Resumes by Mail, walk in or Fax		0
17.	Radio and Records www.radioandrecords.com	No	0
18.	Hirediversity.com	No	0
19.	On Air Announcements	No	0
20.	Rutland Herald Glenda Hawley, Ryan Decalle PO Box 668, Rutland, VT 05702 (802) 747-6126 Ryan.decelle@rutlandherald.com	No	5
21.	Vab.org PO Box 4489, Burlington, VT 05406 vab@together.net	No.	1
22.	NHAB Website	No	1
23.	Antioch New England Grad School	No	0

	40 Avon Street Keene, NH 03431		
24.	Colby Sawyer College 100 Main Street New London, NH 03257	No	0
25.	College for Lifelong Learning 325 Mount Support Road Lebanon, NH 03755	No	0
26.	Keene State College 229 Main Street Keene, NH 03435	No	0
27.	New Hampshire Vo-Tech College One College Drive Claremont, NH 03743	No	0
28.	Kimball Union Academy PO Box 188 Main Street Meriden NH 03770	No	0
29.	Proctor Academy PO Box 500 Andover NH 03216	No	0
30.	Vermont Academy PO Box 500 20 Pleasant Street Saxtons River, VT 05154	No	0
31.	Claremont Christian Academy 97 Maple Ave Claremont, NH 03743	No	0
32.	Concord Vocational Rehabilitation Office 2 Industrial Park Drive Building #2 Concord, NH 03301	No	0
33.	Littleton Vocational Rehabilitation Office 30 Maple Street Littleton, NH 03561	No	0
34.	Latin American Center 521 Maple Street Manchester, NH 03104	No	0
35.	Manchester Vocational Rehabilitation Office 361 Lincoln Street Manchester, NH 03101	No	0
36.	National Organization for Women 7 Colby Court Unit 4-252 Bedford, NH 03110	No	0

37.	New Hampshire Commission on the Status of Women Room 334 State House Annex Concord, NH 03301	No	0
38.	New Hampshire Division of Vocational Rehabilitation State Office 78 Regional Dr Building #2 Concord, NH 03301	No	0
39.	New Hampshire Women's Lobby PO Box 1072 Concord, NH 03302	No	0
40.	Station Employment Area Positions posted in an area where all employees can see them	No.	0
41.	Radioinfo.com	No	0
42.	Brattleboro Reformer Sandra Guerrero PO Box 802 62 Black Mountain Road Brattleboro, VT 05302 Classifieds@reformer.com 802.254.2311	No	10
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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.	2	Nassau Broadcasting hosted a job fair for all of its Vermont radio stations on August 2, 2009 and 1,700 people attended. Nassau Broadcasting handed out informational packages which discussed careers in broadcasting. Nassau Broadcasting also interviewed several people for positions in sales and programming.
3.	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.
4.	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