

WBIN Media Company, Inc. dba Binnie Media

PORTLAND – ROCKLAND, ME 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:

WFNK, WTHT, WHXR, WBQQ, WBYA, WBQX

The information in this report covers the time period beginning December 1, 2017 to and including November 30, 2018. 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. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, the total number of interviewees conducted, and the recruitment source for each interviewee.
2. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

Job Vacancies Filled

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	Account Executive	On air announcements, Station Websites and Facebook, Employee Referral, Linked In	Linked In	3	3/15/2018	6/4/2018
2	Account Executive	On air announcements, Station Websites and Facebook, Employee Referral, Linked In	On Air Announcements	3	2/1/2018	2/12/2018
3	Account Executive	On air announcements, Station Websites and Facebook, Employee Referrals. Linked In	Linked In	3	2/1/2018	2/12/2018
4	Senior Account Executive	On air announcements, Station Websites and Facebook, Employee Referral, Linked In	Referral	1	6/1/2018	6/11/2018
5	Account Executive	On air announcements, Station Websites and Facebook, Employee Referral, Linked In	Referral	2	3/15/2018	4/23/2018
6	Account Executive	On air announcements, Station Websites and Facebook, Employee Referrals	On Air Announcements	1	9/1/2018	11/26/2018
7	Music Director	Country Aircheck, All Access, Maine Association of Broadcasters Job Bank, Station Websites, Employee Referrals	All Access	3	7/24/2018	8/20/2018
8	Traffic Director	All Access, Employee Referral	Referral	2	9/1/2018	10/19/2018

During the previous 12 months, there were a total of 14 people interviewed for vacancies for full-time positions at the radio stations in the unit. The following is a list of the total number of interviewees referred by each recruitment source shown.

Recruitment Source	Number of persons interviewed from	Number of persons hired from source
Referral/In House	4	3
On Air Radio Ads	2	2
LinkedIn	4	2
All Access	4	1

Menu Option Initiative	Description
Participation in Job Fairs or Career events	Participated in the LA Chamber Of Commerce Business and Job Fair held in Lewiston Maine in June 2018