

Annual EEO Public File Report
Covering the Period From December 1, 2019 to November 30, 2020
Comprising Station Employment Unit: WKNE / WSNI / WKBK / WZBK / WINQ

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year

None

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):

0

D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:

| Recruitment Source | Address | Tel # | # Persons Interviewed per recruitment source |
|--------------------|---------|-------|--|
|--------------------|---------|-------|--|

E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

Activity: Job Fairs

On September 27, 2018, January 31, 2019, and September 25, 2019, the Monadnock Broadcasting Group hosted Job Fairs at the Keene Best Western. We would have hosted two more events in 2020 but had to cancel these events.

The weeks of December 16th, 2019 and February 7th, 2020 the Monadnock Broadcasting Group participated in an online job fair with New Hampshire Association of Broadcasters

Annual Job and Career day at Keene State College was cancelled in April, however we attended virtually for the event on October 8th, 2020 advertising a part time position which was filled with a graduating student.

Activity: EEO Training - Management

On January 30, 2018, Station Manager, Steve Hamel, participated in EEO training with Pillsbury Winthrop Shaw Pittman LLP webinar.

On September 11, 2019, Business Manager, Luke Donahue, participated in EEO webinar presented by Media Staffing Network.

Activity: Internship Program

Traditionally each summer, the Monadnock Broadcasting Group hired a college student for our paid internship. Our program, through Keene State and Franklin Pierce College, gave credit to a Broadcast Journalism major. The student typically excels in our 10 week program in our news department and gained valuable experience. Due to Covid 19, this program was suspended until 2021.

Activity: Tours Given

The Monadnock Broadcasting Group still hosted several groups and individuals in 2020. From youth groups to students and curious individuals, our door is always open to start an interest in broadcasting. We typically invite them for a shadow day with the Program Director and Morning Show host.

Activity: NHAB Scholarship Program

The Monadnock Broadcasting Group took an active role in the Scholarship Program with the NH Association of Broadcasters in 2020. We promoted the solicitation for candidates on-air and supported it financially.

Activity: General Outreach

We routinely contact various community groups to notify them of job opportunities at the radio stations and also direct users of our websites to organizations that can provide them with more information about pursuing a career in the broadcasting industry.