

Annual EEO Public File Report
Covering the Period From December 1, 2023 to November 30, 2024
Comprising Station Employment Unit: WKNE / WSNI / WKBK / WZBK / WINQ / WKVT

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

1. Job Title:	Sales	Date Filled:	5/13/2024
2. Job Title:	Sales	Date Filled:	8/5/2024
3. Job Title:	Sales	Date Filled:	11/18/2024
4. Job Title:	Editor	Date Filled:	4/15/2024

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

1. Job Title:	Sales	Date Filled:	5/13/2024
Recruitment Source	Address	Tel #	# Persons Interviewed per recruitment source
In House Posting	69 Stanhope Ave Keene NH 03431	603-352-9230	0
EEO Outreach List	69 Stanhope Ave Keene NH 03431	603-352-9230	0
Indeed.com	Indeed.com		1
MMG website	monadnockmedia group.com	603-352-9230	1
Station websites	WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	2
On Air Announcements	All stations WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	0
Word Of Mouth			0
Total Number of Persons Interviewed			4
Recruitment source that referred the hiree: Indeed.com			

2. Job Title:	Sales	Date Filled:	8/5/2024
Recruitment Source	Address	Tel #	# Persons Interviewed per recruitment source
In House Posting	69 Stanhope Ave Keene NH 03431	603-352-9230	0
EEO Outreach List	69 Stanhope Ave Keene NH 03431	603-352-9230	0
Indeed.com	Indeed.com		0
MMG website	monadnockmedia group.com	603-352-9230	0
Station websites	WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	0
On Air Announcements	All stations WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	0
Word Of Mouth			1
Total Number of Persons Interviewed			1
Recruitment source that referred the hiree: Word Of Mouth			

3. Job Title:	Sales	Date Filled:	11/18/2024
Recruitment Source	Address	Tel #	# Persons Interviewed per recruitment source
In House Posting	69 Stanhope Ave Keene NH 03431	603-352-9230	0
EEO Outreach List	69 Stanhope Ave Keene NH 03431	603-352-9230	0
Indeed.com	Indeed.com		0
MMG Website	monadnockmedia group.com	603-352-9230	1
Station Websites	WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	1
On Air Announcements	All stations WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	0
Word Of Mouth			0
Total Number of Persons Interviewed			2
Recruitment source that referred the hiree: On Air Announcements (Job Fair)			

4. Job Title:	Editor	Date Filled:	4/15/2024
Recruitment Source	Address	Tel #	# Persons Interviewed per recruitment source
In House Posting	69 Stanhope Ave Keene NH 03431	603-352-9230	0
EEO Outreach List	69 Stanhope Ave Keene NH 03431	603-352-9230	0
Indeed.com	Indeed.com		1
MMG Website	monadnockmedia group.com	603-352-9230	1
Station Websites	WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	2
On Air Announcements	All stations WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	0
Word Of Mouth			0
Total Number of Persons Interviewed			4
Recruitment source that referred the hiree: Station Websites			

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled

During the Past Year (this will be a raw number):

11

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
In House Posting	69 Stanhope Ave Keene NH 03431	603-352-9230	0
EEO Outreach List	69 Stanhope Ave Keene NH 03431	603-352-9230	0
Indeed.com	Indeed.com		2
MMG Website	monadnockmedia group.com	603-352-9230	3
Station Websites	WKNE WINQ WSNI WKBK WZBK WKVT	603-352-9230	5
On Air Announcements	All stations	603-352-9230	0
Word Of Mouth			1

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

The Monadnock Broadcasting Group sponsored and hosted our own job fair this year: We actively spoke with attendees about careers in radio, sales and marketing. We also set up a booth to meet potential candidates at our sponsored night with Keene Swampbats Baseball

9/19/2024 Tri State Recruitment Fair

7/30/2024 Alumni Field Meet and Greet

Activity: EEO Training - Management

Station Manager, Steve Hamel participated in an EEO training webinars and will continue as they become available

Activity: Career Day

On May 11, 2024 Station Manager Steve Hamel attended a full career day at Sugar River Valley in Claremont NH. We enjoyed the day speaking with students from the Claremont area about careers in broadcasting.

On April 10, 2024 Steve also attended a career day at Conant High School in Jaffrey NH.

Activity: Internship Program

Every summer, the Monadnock Broadcasting Group has 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 excelled in our 10 week program in our news department and gained valuable experience. We did not have any candidates meet our criteria for internship in 2022. We have budgeted for 2023 and will continue to promote this traditionally successful position. In November, we had a large group of students from Landmark College for a tour and extended Q and A session with our Program Directors.

Activity: Tours Given

The Monadnock Broadcasting Group hosted many tours in 2024. From individual middle school students doing career projects to groups of Boy and Girl Scouts. Our door is always open to start an interest in broadcasting. The morning show hosted 9 students from Kurn Hattin Homes for Children in October as well as numerous individuals that sat in on the morning show and learned about careers in broadcasting.

Activity: NHAB Scholarship Program

The Monadnock Broadcasting Group took an active role in the Scholarship Program with the NH Association of Broadcasters in 2024. We promoted the solicitation for candidates on-air and supported it financially. Steve Hamel, Station Manager, participated in reviewing all candidates for this scholarship and honor.

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.