

EEO Public File Report

A. Employment Unit Covered:

WZID-FM, WMLL-FM, WMLL-HD2, WFEA-FM, WZID-HD2, WZID-HD3

B. Reporting Period

December 1, 2023 – November 30, 2024

C. Full-Time Vacancies Filled During Reporting Period:

Job Title:	Recruitment Source:	Date Filled:
Promotions & Events Assistant	Internal	11/25/24
WZID Program Director	NHAB Website	10/14/24
Graphic Design/Digital Marketer	LinkedIn	9/24/24
Accounting/Business/Traffic Asst	NHAB Website	5/15/24
Business Manager	Indeed	2/19/24
WMLL On-Air Talent	Radio Insight	2/22/24
WMLL Program Director	Referral	12/15/23

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

Saga Communications of New England, LLC broadly promotes all employment openings. We advertise in the Manchester Union Leader, on-line recruitment companies such as All Access, Indeed.com, Jobs in NH.com, NHAB Website, and the NH Employment Security website. We broadcast openings on air at times as well as post the information on our websites. We also mail to a broad reach mailing list. We have continued to add to this mailing list as organizations call and request notification of employment openings. A complete mailing list is on file:

E. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: 44

F. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period Per Recruitment/ Referral Sources:

Recruitment Source:	Number of Interviewees Referred
Referral/Recruited by Staff	8
LinkedIn	7
MRG Website/Saga Website	9
Current Employee/Former Employee	3
Indeed	7
Radio Insight	4
All Access	3
NHAB Website	2
In Person	1

2023/2024 OUTREACH ACTIVITIES

In 2024, Saga Communications of New England, LLC participated in two State Association of Broadcasters Job Fairs to promote any current openings available:

New Hampshire Association of Broadcasters Virtual Job Fair – 2/19-2/23/24

New Hampshire Association of Broadcasters Virtual Job Fair – 8/19-8/23/24

Saga Communications of New England, LLC had a studio tour/visit on 12/4/23 with a participant from the NH Big Brother Big Sister organization.

On 12/7/23 Saga Communications of New England, LLC participated in a Career Fair at Memorial High School to educate high school students of the many opportunities in the world of broadcasting. We also promoted the part-time Street Team openings that are age appropriate for that audience.

Saga Communications of New England, LLC had a job shadow attendee on 1/23/24 to educate and provide a well-rounded introduction to the Production and Engineering Departments. They spent time with both our Chief Engineer and Production Director and were introduced to all facets of broadcasting by teaching the values and properties of the industry through experience and example.

Saga Communications of New England, LLC hosted the 2024 Hire Me NH Recruitment Fair on 4/24/24. The Recruitment Fair was held in the Memorial High School Cafeteria and highlighted 40+ local businesses who were actively recruiting to fill open positions in their organizations. This event was promoted on all five radio stations and online through our websites, email blasts, Hire Me NH and social media.

Saga Communications of New England, LLC had a student tour on 7/22/24 with multiple students from Parkside Middle School. They were given a tour of the offices and studios, followed by a question-and-answer period.

Saga Communications of New England, LLC had two students from a local New Hampshire High School into our production studio to work with one of our talent to record their audio-essay speech submission for the Voice of Democracy Scholarship competition. The Voice of Democracy is an annual nationwide scholarship program sponsored by the Veterans of Foreign Wars (VFW). It is an audio-essay contest for high school students in grades 9-12. The program was established in 1947, and an average of 25,000 high school students participate in the audio essay each year. The national winner receives a \$35,000 scholarship.

In the Fall/Winter of 2024 Saga Communications of New England, LLC hosted a paid Intern/Apprentice Program with the Engineering Department. The intern/apprentice is fully involved in the procedures and environment of local broadcasting while refining his/her skills in professional, real-world situations.

Saga Communications of New England, LLC hosted a tour on 10/17/24 with an individual working with the Vocational Rehab & Department of Education. He was introduced to all facets of broadcasting and showed interest in Promotions.

On 9/12/24 Saga Communications of New England, LLC hosted over 200 local businesses in the studio and office space for tours and overviews of the various departments within the radio stations as part of the 2024 Best of the 603 results event. The goal of this is to introduce the local business community to the broadcasting industry and encourage new recruitment sources.

Saga Communications of New England, LLC has an internal committee to identify new ways to update our current outreach mailing list and broaden our efforts to reach potential candidates when openings occur.