EEO PUBLIC FILE REPORT

PORTLAND – ROCKLAND, ME EMPLOYEE UNIT
WBIN MEDIA COMPANY, INC. dba BINNIE MEDIA

FOR

WFNK-FM
WTHT-FM
WHXR-FM
WBQQ-FM
WBYA-FM
WBQX-FM

This EEO Public File Report
Covers the Period
December 1, 2025 – November 30, 2026

WFNK-FM, WTHT-FM, WHXR-FM, WBQQ-FM, WBYA-FM, WBQX-FM

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December 1, 2025 - November 30, 2026

This EEO Public File Report is filed in Stations WFNK-FM, WTHT-FM, WHXR-FM, WBQQ-FM, WBYA-FM, and WBQX-FM public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one-year time period ending November 30, 2026 (the "Reporting Period") for WFNK-FM, WTHT-FM, WHXR-FM, WBQQ-FM, WBYA-FM, WBQX-FM.

Sections I through III of the attached report are intended to provide the information required by the FCC's EEO Rule. Sections I and II contain the following information for each full-time vacancy:

- The vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- The master list of recruitment sources utilized by the station, identified by name, address, contact person, and telephone number; and
- The total number of persons interviewed for each recruiting source over the Reporting Period.

Section III contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Heath Cole at (207) 797-0780.

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I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Vacancies Filled **WFNK-FM, WTHT-FM, WHXR-FM, WBQQ-FM, WBYA-FM, WBQX-FM**

Position #	Job Title	Recruitment Sources used to fill position (RS)	Recruitment Source for hiree	Total number of persons interviewed	Date Position Opened	Date Position Filled
1	Marketing Consultant	BinnieMedia.com, Employee Referrals, On Air	Previous Employee	2	2/19/26	4/13/16
2	Sales Support	Indeed, On Air, Employee Referrals, On Air.	On Air	4	4/1/26	4/17/26
3	Marketing Consultant	BinnieMedia.com, Employee Referrals, On Air	On Air	3	4/1/26	6/1/26
4	Marketing Consultant	BinnieMedia.com, Employee Referrals, On Air, LinkedIn	LinkedIn	6	9/1/26	11/16/26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 919-217-4438 Email : gnewell@602communications.com Career Services	N	0
2	Allies, Inc./ Maine Career Center 185 Lancaster Street Portland, Maine 04101 Phone : 207-347-3277 Will Brillant Manual Posting	N	0
3	American University 4400 Massachusetts Ave NW Washington, District of Columbia 20016 Phone : (202) 885-1000 Career Services Manual Posting	N	0
‘4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
5	Boston University 232 Bay State Rd Boston, Massachusetts Phone : 617-353-2000 Career Services Manual Posting	N	0
6	Broadcasting & Cable 11 West 42nd Street New York, New York		

	Phone : 845-678-3334 Url : https://www.broadcastingcable.com/ Michael Demenchuk Manual Posting	N	0
7	Central Maine Community College 1250 Turner Street Auburn, Maine 04210 Phone : 207.755.5100 Career Center Manual Posting	N	0
8	Colby College 4000 Mayflower Hill Drive Waterville, Maine 04901 Career Services Manual Posting	N	0
9	Current Employee	N	0
10	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
11	Employee Referral	N	3
12	Former Intern	N	0
13	Google 1600 Amphitheatre Parkway Mountain View, California Phone : 650-253-0000 Url : www.google.com Career Services Manual Posting	N	0
14	Greater Portland Career Center 151 Jetport Blvd Portland, Maine 04102 Phone : (207) 882-3300 Email : portland.careercenter@maine.gov Career Services	N	0
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	4
16	Insideradio.com 1200 Broadway, 6th FL Nashville, Tennessee 37203 Phone: 800-248-4242 Email: contact@insideradio.com Advertising: Tom English Tom@insideradio.com	N	0

17	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3365 Url : http://www.ithaca.edu/careers Career Services Manual Posting	N	0
18	KBW Staffing 273 Corporate Dr. Suite 160 Portsmouth, NH 03801 Phone: 603-200-4030 www.Kbwfinancial.com	N	0
19	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services	N	2
20	Maine Association of Broadcasters 91 Auburn Street Suite J #1150 Portland, Maine 04103 Tim Moore Manual Posting	N	0
21	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Email : info@media-match.com Career Services	N	0
22	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
23	NE School of Communications 1 College Circle Bangor, Maine 04401 Phone : 888-877-1876 Email : devineb@nescom.edu Bill Devine	N	0
24	New Ventures Maine 175 Main St South Portland, Maine 04106 Phone : 207-799-5025 Email : lisa.Sweet@maine.edu Lisa Sweet	N	0
25	Northern Vermont University-Lyndon 1001 College Road Lyndonville, Vermont 05851 Phone : 802-626-6413 Career Center	N	0

	Manual Posting		
26	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
27	NH Association of Broadcasters PO Box 5578 Manchester, New Hampshire 03108 Phone : 603-232-0277 Url : http://nhab.org/ Email : tracy@nhab.org Fax : 1-603-232-0277 Tracy Caruso	N	0
28	Portland Career Center, Vets Program 185 Lancaster Street Portland, Maine 04104-2453 Phone : 207-347-3244 Email : Mark.J.Cafiso@Maine.gov Mark Cafiso	N	0
29	Previous Applicant	N	0
30	Previous Employee	N	1
31	Producers Guild of America 8530 Wilshire Blvd, Suite 400 Beverly Hills, California 90211 Phone : .310-358-9020 Andrew Mahlmann Manual Posting	N	0
32	Ramp247 25876 The Old Road #254 Valencia, CA 91381 Phone: 661-294-9408 www.ramp247.com	N	0
33	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
34	Robert Half Finance & Accounting 100 Middle St. 3rd Floor Portland, ME 04101 Phone: 207-888-2808 www.roberthalf.com	N	0
35	Southern Maine Community College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny	N	0

36	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
37	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Phone : 215-204-7981 Url : https://www.temple.edu/ Career Services Manual Posting	N	0
38	University of Maine Career Center 5748 Memorial Union, Suite 300 Orono, Maine 04469 Phone : 207-581-1353 Kate Foster Manual Posting	N	0
39	University of Michigan 515 E Jefferson St Ann Arbor, Michigan Career Services Manual Posting	N	0
40	WBIN Media Co. Inc. Facebook Pages/Portland/Rockland https://www.facebook.com/1075Frank https://www.facebook.com/999TheWolf/ https://www.facebook.com/1063TheBone/ https://www.facebook.com/1055TheWave https://www.facebook.com/1069frank	N	0
41	WBIN Media Co. Inc. https://binniemedia.com/careers/ On-Air Announcements: WFNK-FM, WTHT-FM, WHXR-FM, WBQQ-FM, WBYA-FM, WBQX-FM	N	5
42	Work Opportunities 124 Maine St Suite 7A Brunswick, Maine 04011 Phone : 207-373-1442 Email : Careers@Workopportunities.Net. Jesus Laurelez	N	0
43	Work Opportunities Unlimited 110 Main Street Suite 1220A Saco, Maine 04072 Phone : 207-282-8864 Email : nmastrella@workopportunities.net Nick Mastrella	N	0
44	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661		

	Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.comMediaGigNow.com	N	0

TOTAL INTERVIEWS OVER REPORTING PERIOD:	**15**

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of an intern program designed to assist members of the community in acquiring skills needed for broadcast employment.	Binnie Media has set up an internship/job shadow program at the radio stations in the unit. The program is designed to provide students with an opportunity to learn about broadcasting. Students get hands-on experience in marketing, promotions, engineering, sales, and support.	5	Program Director Operations Manager Sales Manager Promotions Director Production Director
2	March, June, and October 2026	Participation in Job Fairs by station personnel who have substantial responsibility in the making of hiring decisions.	Binnie Media participated in 3 Virtual Job Fairs hosted by the New Hampshire Association of Broadcasters in March 2026, June 2026, and October 2026. Information about career opportunities at Binnie Media, as well as specific job requirements and contact information to apply, was included. All Binnie Media Radio Stations promoted the Job Fairs.	3	Program Director Operations Manager Sales Manager
3	March, April 2026	Participation in scholarship programs for broadcast careers.	Binnie Media participated in the 2026 New Hampshire Association of Broadcasters Student Scholarship program with a financial contribution by running commercials on all stations to inform students of the availability of the program, and by participating in the judging of entries.	3	Program Director Operations Manager Sales Manager
4	Ongoing Event.	Community Outreach and Education	Binnie Media offered and hosted community groups to tour our facilities and learn about our industry. We have hosted both virtual studio tours and in-person tours. A variety of local groups, Veterans' outreach, Scouts, Rotary groups, and the Chamber of Commerce for the business community.	5	Program Director Operations Manager Sales Manager