

2018 ANNUAL EEO PUBLIC FILE REPORT

Salt Pond Community Broadcasting Company

Station:	WERU-FM (NCE), Blue Hill, ME
Community of License:	Blue Hill, Maine
Reporting Period:	December 1, 2017 - December 1, 2018
No. of Full-time Employees:	7
Small Market Exemption:	Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

1 station employee attended a variety of training workshops at the 2018 National Federation of Community Broadcasters East Coast Summit (July 20-21). Employees also participated in 3 webinar training sessions covering various aspects of broadcasting, social media, development and finance. 2 station professional staff participated in training through the NFCB Community Counts Initiative.

*Established a **mentoring** program designed to assist members of the community/volunteers to acquire skills needed for broadcast employment and volunteering.*

6 new on-air volunteers were mentored by experienced volunteers and professional staff. New volunteer programmers, after initial training, “shadow” experienced volunteers and staff in the studio, both for music programming and public affairs.

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

Collaborated with 5 area educational and nonprofit organization (League of Women Voters, Maine Organic Farmers & Gardeners Association, University of Maine Sea Grant, University of Maine Cooperative Extension, Brooksville Public Library) in the monthly production of radio broadcasts.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

WERU staffed informational outreach tables at local events: North Atlantic Blues Festival (July 22-23), American Folk Festival (August 24-25), Common Ground Country Fair (September 21-23), Outreach table were also staffed at WERU-run events: Storytelling Evenings (February 14 and October 24), Open House Party (April 28), Homegrown Reggae Dance (July 28), Bangor Boogie Dance (September 15), Baldemar Velasquez/Americans Who Tell the Truth Speaking Event (September 20) and One Night Folk Festival (October 20). Informational outreach tables included recruitment information and free broadcasting and audio production for potential volunteers, including free training.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
August 27, 2018	Development Director	Maine Association of Nonprofits

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Maine Association of Nonprofits Job Board (internet)	2
WERU Website and e-newsletters (listener and volunteer editions)	1

RECRUITING SOURCES USED

Job Title of Position: Development Director

Date of Hire: August 27, 2018

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Maine Association of Nonprofits	http://www.nonprofitmaine.org/connect/nonprofit-job-board/	NA (automated)	WebSupport@NonprofitMaine.org 207-871-1885
Bangor Daily News	http://jobs.bangordailynews.com/?ref=main-nav	NA (automated)	email@thejobnetwork.info
Ellsworth American	https://www.downeastmaine.com/classifieds/helpwanted/	Fred Berry	fberry@ellsworthamerican.com (207) 667-2576
Penobscot Bay Press	https://penobscotbaypress.com/classifieds/	Tegan McGuire	teganm@pbp.me 207-367-2200
Village Soup/Courier Publications	https://waldo.villagesoup.com/	NA (automated)	Sales@VillageSoup.com 207-338-3333
Free Press	https://freepressonline.com/	Steve Davis	admanager@freepressonline.com (207) 596-0055
WERU website and e-newsletters	https://weru.org/	Matt Murphy	matt@weru.org (207) 469-6600

No organization requested that the station provide it with notice of all job vacancies.