

## 2019 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, 2018 - December 1, 2019
Number 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):

- |  |   |
|--|---|
| <i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>   | 2 station employees attended a variety of training workshops at the National Federation of Community Broadcasters Community Counts Initiative Training in January 2019 and 2 employees also attended training workshops at the National Federation of Community Broadcasters Conference in July 2019. Employees also participated in 6 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. |
| <i>Established a <b>mentoring</b> program designed to assist members of the community/volunteers to acquire skills needed for broadcast employment and volunteering.</i>   | 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.  |
| <i>Provided <b>training</b> to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.</i>  | Collaborated with 7 area educational and nonprofit organization (League of Women Voters, Maine Organic Farmers & Gardeners Association, University of Maine Sea Grant, Maine Humanities Council, Maine State Library, Brooksville Public Library) in the monthly production of radio broadcasts.  |
| <i>Participated in <b>other</b> 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.</i> | WERU staffed informational outreach tables at local events: North Atlantic Blues Festival (July), American Folk Festival (August), Common Ground Country Fair (September), Outreach table were also staffed at WERU-run events: Reggae at the Fort (July), Wild & Scenic Film Festival (August) and the WERU Local Music Fest (October). Volunteer opportunities were promoted, including free broadcast training.  |

---

### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
November 7, 2019	Development Director	Maine Association of Nonprofits Job Board

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:   2  

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Maine Association of Nonprofits Job Board (internet)	2

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	<a href="http://www.nonprofitmaine.org/connect/nonprofit-job-board/">http://www.nonprofitmaine.org/connect/nonprofit-job-board/</a>	NA (automated)	WebSupport@NonprofitMaine.org 207-871-1885
WERU website and e-newsletters	<a href="https://weru.org/">https://weru.org/</a>	Matt Murphy	<a href="mailto:matt@weru.org">matt@weru.org</a> (207) 469-6600

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