

## 2020 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, 2019 - December 1, 2020 |
| 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):

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

Due to the COVID-19 pandemic station staff were unable to attend in-person national radio conferences or local nonprofit seminars and workshops. However, staff did participate in online webinars, several hosted by the National Federation of Community Broadcasters, Corporation for Public Broadcasting and Maine Association of Nonprofits. Topics stressed operating during COVID-19, such as: station management during a time of crisis, safety, and fostering community during a pandemic. Other topics were diversity in public broadcasting, financial management and more.

*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 are trained and coached by staff. Volunteer programmers were trained by other volunteers and staff in home recording of radio programs during COVID-19.

*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 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, Maine-Wabanaki REACH 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.*

Due to the COVID-19 pandemic community events were not available for promoting employment and volunteer opportunities in broadcasting, but our Community Advisory Board fall meeting and our website continued to provide information on becoming an active participant in WERU.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|-----------|------------------------------------|
| None         | None      | None                               |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: None

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| None   | None   |

RECRUITING SOURCES USED

Job Title of Position: None

Date of Hire: None

| REFERRAL SOURCE | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-----------------|-------------------|--------------------------|---------------------------------------|
| None            | None              | None                     | None                                  |

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