

2021 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, 2021 - December 1, 2022
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):

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| <p><i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p> | <p>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, Maine Philanthropy Center, and Maine Association of Nonprofits.</p> |
| <p><i>Established a mentoring program designed to assist members of the community/volunteers to acquire skills needed for broadcast employment and volunteering.</i></p> | <p>10 new on-air volunteers were mentored by our professional staff. New volunteer programmers are trained and coached by staff. Volunteers were trained both remotely via Zoom and in-person at the radio station.</p> |
| <p><i>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.</i></p> | <p>Collaborated with 8 area educational and nonprofit organization to produce radio and digital platform content: League of Women Voters, Maine Organic Farmers & Gardeners Association, University of Maine Sea Grant, Maine-Wabanaki REACH, OUT Maine, Healthy Acadia, World Ocean Observatory, and NextStep Domestic Violence Project.</p> |
| <p><i>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.</i></p> | <p>Conducted outreach tabling for promoting employment and volunteer opportunities in broadcasting at 2 music festivals, 1 agricultural fair, and 4 WERU concerts. Further, our website, e-newsletter and social media continued to provide information on participating in WERU.</p> |

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
NA	NA	NA

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
NA	NA

RECRUITING SOURCES USED

Job Title of Position: Development Director

Date of Hire: September 1, 2021

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
NA	NA	NA	NA

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