

2017 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, 2016 - December 1, 2017
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):

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

WERU posts jobs on the Maine Association of Nonprofits Job Board (internet)

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

1 station professional staff member attended a variety of training workshops at the 2017 National Federation of Community Broadcasters in July. Employees also participated in 6 webinar and in person training sessions covering various aspects of broadcasting, social media, development and finance.

*Established a **mentoring** program for station personnel.*

Several new on-air volunteers were mentored by experienced volunteers and professional staff. New volunteer programmers, after initial training, are “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, 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), Wednesday on Maine/WERU Storytelling Evening (July 26), American Folk Festival (August 26-27), Common Ground Country Fair (September 22-24), Village Green Arts Festival (October 14) and WORD Literary Festival (October 21). Informational outreach tables include recruitment information and free

broadcasting and audio production for potential volunteers, including free training. We also had visits from groups such as the YMCA Seniors Outing Club that learned about volunteer opportunities at the radio station.

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: NA

Date of Hire: NA

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

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