

**WABK-AM, WBAK-FM, WBFB-FM, WKSQ-FM, WBFE-FM, WVOM-FM, WTUX-FM
WBKA-FM**

**184 Target Industrial Circle
Bangor, Maine 04401
207-947-9100**

EEO Public File Report

December 1, 2017 – November 30, 2018

Blueberry Broadcasting LLC is an Equal Opportunity Employer

Full Time Job Vacancies/Interviewee Data

Position	Job Title	Date Filled	Total # of People Interviewed	Source which Referred Interviewee	No. of Interviewees Per Source	Hiree Referral Source
1	Account Executive	10/8/18	3	Number 1 & 26 from Attachment A- All listed in Attachment A were notified of the opening	2 # 1 1 #26	Number 26 from Attachment A- All listed in Attachment A were notified of the opening

Total number of interviewees for all full time positions: 3

There is attached hereto a list of the recruitment sources utilized by the station and total number of number of interviewees referred by each recruitment source. (Attachment A)

There is also attached hereto a narrative description of the station's Supplement EEO Outreach Activities (Attachment B).

Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request Blueberry Broadcasting LLC to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to Jack O'Brien 125 Community Drive, Suite 201, Augusta, ME 04330. Blueberry Broadcasting LLC is an Equal Opportunity Employer.

Attachment A

List of Recruitment Sources and Total Number Interviewees Referred By Each Recruitment Source

No.	Source	Contact	Address	Telephone	Total No. of Interviewees Referred
1	Blueberry Broadcasting Radio Stations	Jack O'Brien	125 Community Drive, Suite 201 Augusta, ME 04330	207.623.9000 ext. 112	2
2	Eastern Maine Development Corporation	Angela Oechsle	45 Oak St. Suite 4 Bangor, ME 04401	207-561-4001	0
3	Urban League		88 Warren Street Roxbury, MA 02119	617.442.4519	0
4	Maine Association of Broadcasters	Suzanne Goucher Suzanne@mab.org	69 Sewall Street Suite 2 Augusta, ME 04330	207.623.3870	0
5	New England School of Communications	Ben Haskell haskellb@nescom.edu	One College Circle Bangor, ME 04401	207.941.7176 Fax 207.947.3987	0
6	Husson University		One College Circle Bangor, ME 04401	207.941.7000 Fax 207.947.3987	0
7	The University of Maine Orono Campus	Patty Counihan jeankatz@maine.edu	5748 Memorial Union Orono, ME 04469-5748	207.581.1359 Fax 207.581.3003	0
8	National Association of Broadcasters	nab@nab.org	1771 N Street NW Washington, DC 20036	202.429.5300	0
9	Thomas College	Rich Grant	180 West River Rd. Waterville, ME 04901	207.859.1204	0
10	AWC National Headquarters		3337 Duke Street Alexandria, VA 22314	703.370.7436 Fax 703.370.7437	0
11	Colby College	Shauna Hirshfield sahirshf@colby.edu	4140 Mayflower Hill Waterville, ME 04901-8841	207-859-4140	0
12	International Women's Media Foundation	info@iwmf.org	1625 K Street NW, Suite 1275 Washington, DC 20006	202.496.1992	0
13	National Assoc. Of Black College Broadcasters	bcrmail@aol.com or lojelks@aol.com	PO Box 3191 Atlanta, GA 30302	404.523.6136 Fax 404.523.5467	0
14	Society for Human Resource Management		1800 Duke St. Alexandria, VA 22314	800.283.7476	0
15	Saint Joseph's College of Maine	Prof. William Yates	278 White's Bridge Rd. Standish, ME 04084	207.893.7914	0

16	University of Southern Maine	Stephanie Towns stowns@usm.maine.edu	PO Box 9300 Portland, ME 04104	207.780.4141	0
17	Southern Maine Community College	Don Woodward	2 Fort Road So. Portland, ME 04106	207.741.5500	0
18	University of New England	jnevers@une.edu	11 Hills Beach Road Biddeford, ME 04005-9599	207.602.2503	0
19	Blueberry Broadcasting Web Sites	Jack O'Brien	125 Community Drive, Suite 201 Augusta, ME 04330	207.623.9000 Ext. 112	0
20	Employee Referral	Bruce Biette Race Allen	184 Target Industrial Circle Bangor, ME 04401	207.907.7783 207.907-7747	0
21	Outside Referral	Bruce Biette	184 Target Industrial Circle Bangor, ME 04401	207.907.7783	0
23	Career Center	Michael Shirley	98 North Ave. Suite 20 Skowhegan, ME 04976	207.474.4950	0
25	Tri-County Career Centers	Paul B. Ruggiero	45 Oak Street, Ste. 3 Bangor, ME 04401	207.561.4057	
26	Linkedin	Race Allen	184 Target Industrial Circle Bangor, ME 04401	207.907.7747	1

*** Asterisk denotes recruitment sources which requested job notification announcements**

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Statement of Supplemental EEO Outreach Activities:

a) Initiative : Participation in a Job Fair

On May 24, 2018 Blueberry Broadcasting LLC participated in the 21st Annual Spring Career Fair at the Anah Shriners. Our participation was to help educate attendees on job opportunities in broadcasting and with Blueberry Broadcasting's two employment units. The fair was attended by the Director of Programming & Operations and our Bangor Operations Director. We also promoted the Career Fair with a three hour live broadcast on WBFB/WBFE/WMCM.

On October 25, 2018 Blueberry Broadcasting LLC participated in the 21st Annual Fall Career Fair at Anah Shriners. Our participation was to help educate attendees on job opportunities in broadcasting and with Blueberry Broadcasting's two employment units. The fair was attended by a Blueberry Broadcasting Operations Manager and the Director of Programming & Operations. We also promoted the Career Fair with a three hour live broadcast on WBFB/WBFE/WMCM.

b) Initiative: Participation in a Program Sponsored by Educational Institutions:

Hall Dale High School requires all students to participate in a job shadow program before graduation. On April 10, 2018 Blueberry Broadcasting hosted a student that was provided the opportunity to visit our business, to learn first-hand what our employees experience day to day in their careers. He was able to observe activities, ask prepared questions and gain a better understanding of what employees do on a daily basis. He experienced all aspects of our facilities: On-Air, Production and Sales

On July 26, 2018 Blueberry Broadcasting hosted a young man interested in a broadcast career. Hope Association was contacted by the Department of Labor to coordinate a job shadow opportunity with WTOS-FM. He sat in on the morning show, spent time with the Production Director as well as the Director of Programming and Operations for the company. He was given an opportunity to ask questions to all that were involved. He spent four hours on-site. He is considering attending Southern Maine Community College.

On September 26, 2018 the Bangor EU Operations Director and Senior Account Executive joined a "Radio/Promotions" course as guest speakers at the New England School of Communications. The main topic covered how a radio station runs contests and concert promotions, from creation to execution. The two speakers laid out how the radio station(s) and concert promoter(s) work together with ticket giveaways and talked about how a typical budget and proposal would look for standard concert contest. They also spoke about giveaways that would involve cash or a tangible prize other than concert tickets and how a station may go about finding a prize for a promotion. The students asked questions ranging from promotional ideas to copyright issues with concert promotions. They had other questions they had for their class project.

On November 13, 2018 the Blueberry Broadcasting Director of Programming and Operations and the Bangor Operations Director were guest speakers/instructors at the New England School of Communications on the Husson University campus. The request was to discuss public file requirements and maintenance which is part of the course. They spoke about the changes that took place back in March requiring all radio stations to post their public files online. They discussed what is covered by the FCC and what is required to be handled by individual stations. They showed examples of political files, issues and programs and the EEO report. The students were also given time to ask questions about this subject matter and anything related to Blueberry Broadcasting.

- c) Initiative: Provision of training to management level personnel as to methods of ensuring equal employment opportunities and preventing discrimination.**

On October 2, 2018 Blueberry Broadcasting conducted a training session to management level personnel who have substantial responsibility in the making of hiring decisions. This session also included disseminating information regarding all vacancies, recruitment sources, internal record keeping, applications, interviewees and referral sources. This training session was attended by the VP/COO, Director of Sales & the Director of Programming & Operations.

- d) Initiative: Establishment of training programs and mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

Blueberry Broadcasting LLC established training and mentoring programs for the staff. Both programs enable an employee to acquire skills that could qualify them for a higher level position within the organization. The program is individualized and the training and mentoring is designed to fit the needs and desires of the employee and is on-going.

- e) Initiative: Participation in other activities (Menu option # 16)**

Blueberry Broadcasting LLC airs fifteen second public service announcements for community organizations to further the goal of disseminating information as to employment opportunities. These announcements air a minimum of once per day on all Blueberry Broadcasting stations.