

WABK-FM, WTQX-FM, WQSK-FM, WVQM-FM, WMCM-FM, WQSS-FM, WVOM-AM,
WTOS-FM

125 Community Drive, Ste. 201
Augusta, Maine 04330
207-623-9000

EEO Public File Report

December 1, 2015 – November 30, 2016

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	Traffic Manager	9/12/16	1	Number 21 from Attachment A- All listed in attachment A were notified of the opening.	1	Number 21 from Attachment A- All listed in Attachment A were notified of the opening.

Total number of interviewees for all full time positions: **1**

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	0
2	NAACP	www.naacpportland.org	PO Box 3631 Portland, ME 04104	207.253.5074	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 Career Services	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	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	Minority Media & Telecommunications Council	info@mmtconline.org	3636 16 th St. NW, Suite B-366 Washington, DC 20010	202.332.0500	0
16	Saint Joseph's College of Maine	Prof. William Yates	278 White's Bridge Rd. Standish, ME 04084	207.893.7914	0

17	University of Southern Maine	Stephanie Towns stowns@usm.maine.edu	PO Box 9300 Portland, ME 04104	207.780.4141	0
18	Southern Maine Community College	Don Woodward	2 Fort Road So. Portland, ME 04106	207.741.5500	0
19	University of New England	jnevers@une.edu	11 Hills Beach Road Biddeford, ME 04005-9599	207.602.2503	0
20	Blueberry Broadcasting Web Sites	Jack O'Brien	125 Community Drive, Suite 201 Augusta, ME 04330	207.623.9000 Ext. 112	0
21	Employee Referral	Mark White	125 Community Drive, Suite 201 Augusta, ME 04330	207.623.9000 Ext. 103	1
22	Outside Referral	Bruce Biette	125 Community Drive, Suite 201 Augusta, ME 04330	207-623-9000 Ext 112	0
23	Career Center	Michael Shirley	98 North Ave. Suite 20 Skowhegan. ME 04976	207-474-4950	0
24	Eastern Maine Development Corporation	Angela Oechsle	45 Oak St. Suite 4 Bangor, Maine 04401	207-561-4001	0

* 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 18, 2016, Blueberry Broadcasting LLC participated in the 19th Annual Spring Career Fair at the Cross Insurance Center. 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.

On October 25, 2016 Blueberry Broadcasting LLC participated in the 19th Annual Fall Career Fair at the Cross Insurance Center. 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:

Maranacook High School Guidance Counselors referred a student to our job shadow program. On April 4, 2016 a student 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 April 12, 2016, Blueberry Broadcasting LLC hosted a high school student as part of a school mandated job shadow program. The student was exposed to the sales side of the business with a Senior Account Executive and Blueberry Broadcasting's Director of Sales. He toured the studios and spent time discussing the production efforts with one of our Production/Creative Directors. The student was also tutored by one of our Program Directors. They all detailed their daily routine on a day-to-day basis.

On August 2, 2016 a Blueberry Broadcasting Operations Manager hosted 15 high school students who attended the New England School of Communications Media Camp. All students were interested in a possible future broadcasting position. The Blueberry properties and brands were discussed. They discussed how Blueberry Broadcasting has combined signals to create regional brands. They were given a tour of the studios.

On November 7, 2016 Blueberry Broadcasting Director of Programming & Operations and the Bangor Employment Unit Operations Manager spoke to a class at the New England School of Communications on the Husson University campus. The primary focus of the discussion was a stations "Public File" and its contents. They went through a detailed breakdown of each section with real life examples. They also discussed the upcoming Broadcast Public Inspection File process and explained that full compliance for all markets outside the Top 50 will begin online on March 1, 2018.

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

On November 3, 2016, 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.