

**WTOS, WBAK, WBFB, WKSQ, WBFE, WVOM-FM, WTUX, WBKA**

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

## **EEO Public File Report**

**December 1, 2024 – November 30, 2025**

**Blueberry Broadcasting LLC is an Equal Opportunity Employer**

### **Full Time Job Vacancies/Interviewee Data**

| <b>Position</b> | <b>Job Title</b>         | <b>Date Filled</b> | <b>Total # of People Interviewed</b> | <b>Source which Referred Interviewee</b>                                                    | <b>No. of Interviewees Per Source</b> | <b>Hiree Referral Source</b>                                                                |
|-----------------|--------------------------|--------------------|--------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------------------------|
| <b>1.</b>       | <b>On Air Production</b> | <b>1/6/25</b>      | <b>3</b>                             | <b>Number 20 from Attachment A- All listed in Attachment A were notified of the opening</b> | <b>3<br/>Number 20</b>                | <b>Number 20 from Attachment A- All listed in Attachment A were notified of the opening</b> |

**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               | 0                                      |
| 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             | Tim Moore<br>tmoore@mab.org             | 91 Auburn St. Suite J #1150 Portland, ME 04103    | 207-620-4891                        | 0                                      |
| 5   | New England School of Communications          | Mark Nason<br>nasonm@husson.edu         | One College Circle Bangor, ME 04401               | 207.941.7176<br>Fax<br>207.947.3987 | 0                                      |
| 6   | Husson University                             |                                         | One College Circle Bangor, ME 04401               | 207.941.7000<br>Fax<br>207.947.3987 | 0                                      |
| 7   | The University of Maine Orono Campus          | Patty Counihan<br>jeankatz@maine.edu    | 5748 Memorial Union Orono, ME 04469-5748          | 207.581.1359<br>Fax<br>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  | RAMP Radio & Music Pros                       | Kevin Carter<br>Steve Resnick           | 25876 The Old Road # 254 Valencia, CA 91381       | 661.294.9408<br>818.951.6700        | 0                                      |
| 11  | Colby College                                 | Shauna Hirshfield<br>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                        | Latest mailing returned to sender<br>0 |
| 13  | National Assoc. Of Black College Broadcasters | bcrmail@aol.com or<br>lojelks@aol.com   | PO Box 3191 Atlanta, GA 30302                     | 404.523.6136<br>Fax<br>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<br>stowns@usm.maine.edu | PO Box 9300<br>Portland, ME<br>04104                | 207.780.4141                 | 0        |
| 17 | Southern Maine Community College | Don Woodward                            | 2 Fort Road<br>So. Portland, ME 04106               | 207.741.5500                 | 0        |
| 18 | University of New England        | jnevers@une.edu                         | 11 Hills Beach Road<br>Biddeford, ME 04005-9599     | 207.602.2503                 | 0        |
| 19 | Blueberry Broadcasting Web Sites | Jack O'Brien                            | 125 Community Drive, Suite<br>201 Augusta, ME 04330 | 207.623.9000<br>Ext. 112     | 0        |
| 20 | Employee Referral                | Bruce Biette<br>Race Allen              | 184 Target Industrial Circle<br>Bangor, ME 04401    | 207.907.7783<br>207.907-7747 | 3        |
| 21 | Outside Referral                 | Bruce Biette                            | 184 Target Industrial Circle<br>Bangor, ME 04401    | 207.907.7783                 | 0        |
| 22 | Tri-County Career Centers        | Paul Ruggiero                           | 45 Oak Street, Ste. 3<br>Bangor, ME 04401           | 207.561.4057                 | 0        |
| 23 | Linkedin                         | Race Allen                              | 184 Target Industrial Circle<br>Bangor, ME 04401    | 207.907.7747                 | 0        |
| 24 | Zip Recruiter                    | Race Allen                              | 184 Target Industrial Circle<br>Bangor, ME 04401    | 207.907.7747                 | Not Used |
| 25 | Indeed.com                       | Race Allen                              | 184 Target Industrial Circle,<br>Bangor, ME 04401   | 207.907.7747                 | 0        |

\* Asterisk denotes recruitment sources which requested job notification announcements

## **Attachment B**

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### **EEO Public File Report December 1, 2024 – November 30, 2025**

#### **Statement of Supplemental EEO Outreach Activities:**

##### **a) Initiative : Participation in a Job Fair**

**On June 26, 2025, Blueberry Broadcasting LLC participated in the Spring Career Fair at the Bangor Career Center. Our participation was to help educate attendees on job opportunities in broadcasting and with Blueberry Broadcasting's two employment units. Blueberry Broadcasting was represented by the Director of Programming & Operations. We also promoted the event for a week leading up to the event on Blueberry Broadcasting stations and did a virtual broadcast from the event.**

**On September 17, 2025, Blueberry Broadcasting LLC participated in the Fall Career Fair at the Bangor Career Center. Our participation was to help educate attendees of job opportunities in broadcasting and with Blueberry Broadcasting's two employment units. Blueberry Broadcasting was represented by the Director of Programming and Operations. This event was promoted on Blueberry Broadcasting stations leading up to the event and a virtual remote broadcast happened during the event.**

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

**On October 29, 2025, 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.**

- c) 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.**

- d) 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.**