

EEO Public File Report
 Covering the Period 12/1/07 to 11/30/08
 Station(s) Comprising Station Employment Unit: **WCBB, Augusta/Lewiston**
(Headquarters)

Section 1: Vacancy Information

| <i>Full-time Positions Filled By Job Title</i> | <i>Recruitment Source of Hiree</i> | <i>Total # of Interviewees From All Sources This Position</i> |
|---|--|---|
| Auction Clerk (Sources used this search: 1-11) | Career Center | 5 |
| Administrative Assistant – Major Gifts (Sources used this search: 1-5, 7-11) | Employee referral | 9 |
| Web Producer (Sources used this search: 1-5, 7-11) | Employee referral | 3 |
| <i>Total Number of Persons Interviewed During Applicable Period:</i> | | <i>17</i> |

Section 2: Recruitment Source Information

| <i>Recruitment Source</i> | <i>Total # Interviewees This Source Has Provided During This Period (if any)</i> | <i>Full-Time Positions for Which This Source Was Utilized</i> |
|--|--|---|
| 1. Internal Posting | 0 | 3 |
| 2. Maine Public Broadcasting Network Web site http://www.mpbn.net | 4 | 3 |
| 3. Jobs in Maine Web site http://www.jobsinmaine.com | 2 | 3 |
| 4. Employee referral | 2 | 3 |
| 5. Maine Association of Nonprofits Lydia Badger Membership Coordinator MANP 565 Congress St., Ste 301 Portland, ME 04101 207/871-1885 http://www.manp.org | 2 | 3 |
| 6. Employment Times Susan Contant | 3 | 1 |

| | | | |
|-----|--|---|---|
| | Ad Consultant Employment Times 306 Rodman Rd Auburn, ME 04211-1178 207/786-4200 866/657-5444 www.employmenttimesonline.com | | |
| 7. | Career Center Carry.Gosselin Carry.gosselin@maine.gov 5 Mollison Way Lewiston, ME 04240-5805 800-741-2991 207-783-5301, fax | 3 | 1 |
| 8. | craigslist Susan MacTavish Best http://www.craigslist.org/about http://www.craigslist.org/accounts/login | 1 | 3 |
| 9. | Corporation for Public Broadcasting Web site http://www.cpb.org/jobline | 0 | 3 |
| 10. | PBS Connect https://secure.connect.pbs.org/wb/default.asp?action=10&fid=51 (requires user name and password to post) (Public Broadcasting Service internal Web posting) | 0 | 3 |
| 11. | National Alliance of State Broadcasters Associations Web site Suzanne D. Goucher Executive Director The Maine Association of Broadcasters 207/623-3870 207/621-0858 (fax) http://www.careerpage.org | 0 | 3 |

The following sources all requested and received notification of job openings:

Cornell McLellan (cornell_mclellan/tdc.tdc@tdc-usa.org)
Plan Management Support Specialist
CareerCenter at Bangor, Training and Development Corp
One Cumberland Pl Ste 116
Bangor, ME 04401
945-9431

Career Center @ Portland
(joborders@maine.gov)
185 Lancaster St
Portland, ME 04101-2406
822-0141, Ext. 513

Claudette Moore, Employment Specialist
(cmoore@creativeworksystems.com)
Creative Work Systems
229 Lisbon St
Lewiston, ME 04240
795-6737

Robin Weymouth (rporter_2@msn.com)
Katahdin Region Coordinator
Women, Work, and Community
28 Balsam Dr
Millinocket, ME 04462
723-9331

Beverly Bayer (bayer@maine.edu)
Student Services Coordinator
University College at Thomaston
42 Main St
Thomaston, ME 04861
800-286-1594

Faye Ivers (faye.ivers@maine.gov)
ASPIRE
396 Griffin Rd
Bangor, ME 04401-3002
561-4174

Amy Adams (aadams@smccme.edu)
Office of College Advancement
Southern Maine Community College
2 Fort Rd.
S. Portland, ME 04106
207/767-9575

Patricia A. Kimball (pkimball@wellspringa.org)
Executive Director
Wellspring, Inc.
51 Broadway
Bangor, ME 04401
941-1612

Bonnie Trundy (btrundy@bates.edu)
Office of Career Services
Bates College
31 Frye St
Lewiston, ME 04240
786-6235
786-6126 (fax)

Dennis Maxwell (dmaxwell@cmcc.edu)
Director of Placement Services
Central Maine Community College
1250 Turner St
Auburn, ME 04210
755-5364

Nancy Burns (nburns@emcc.edu)
Eastern Maine Community College
354 Hogan Rd
Bangor, ME 04401
974-4604

Warren Maxim (wmaxim@kvcc.me.edu)
Placement office
Kennebec Valley Community College
92 Western Ave
Fairfield, ME 04937
453-5169
453-5010 (fax)

Tammy Nelson (tnelson@nmcc.edu)
Career Counselor
Northern Maine Community College
33 Edgemont Dr
Presque Isle, ME 04769
768-2747

Tina Erskine (terskine@wccc.me.edu)
Executive Associate / HR Coordinator
Washington County Community College
One College Drive
Calais, ME 04619
454-1002
454-1017, fax

Debra A. Dumond (ddumond@yccc.edu)
Assistant Dean of Students
York County Community College
12 College Dr
Wells, ME 04090-5341
646-9282, Ext. 301

Connie Allen (CAllen@community-concepts.org)
Employee Development Manager
Community Concepts, Inc.
PO Box 278
South Paris, ME 04268
743-1520, Ext. 1108
743-6513, fax

Dale A. Ruopp, MSW, CRC
(Dale.A.Ruopp@Maine.gov)
Casework Supervisor
Department of Labor
Division of Vocational Rehabilitation
45 Oak Street, Ste 1
Bangor, ME 04401
561-4012
561-4027, fax

Carlene Miller (pinedu@penobscotnation.org)
Dept of Education & Career Services

Penobscot Nation
6 River Road
Indian Island, ME 04468
827-7776

Maureen Bernabei (mbernabei@ginne.org)
Manager of Employment Services
Goodwill Industries of Northern New England
353 Cumberland Ave
Portland, ME 04101
761-8455

Wayne Woodbury (wwoodbury@smccme.edu)
Facilities Coordinator, Communications Department
Southern Maine Community College
2 Fort Rd
S Portland, ME 04106
741-5581

Barbara DeVaney (devaney@umpi.maine.edu)
Director of Career Services
University of Maine at Presque Isle
181 Main St
Presque Isle, ME 04769-2888
768-9750
768-9617, fax

Bill Devine (bill@nescom.edu)
Placement Director
New England School of Communications
1 College Circle
Bangor, ME 04401
941-7176
947-3987, fax

Tom Novak (tnovak@sjcme.edu)
Director
Career Services Center
Saint Joseph's College of Maine
278 Whites Bridge Road
Standish, ME 04084-5263
893-6637
893-6638, fax

Sandra M. Jorgensen, Ed.D., M.H.R.T./C. (workchoices@sacoriver.net)
Employment Consultant
WorkChoices
PO Box 241
Waterboro, ME 04087
247-4770

Jon Guay, DVET (Guay.jon@dol.gov)
Veterans' Employment & Training Service
US Department of Labor
5 Mollison Way Ste 104
Lewiston, ME 04240

753-9090
783-5304, fax

Section 3: Prong 3 Outreach Initiatives

Appendix to Annual EEO Public File Report
Covering the period from December 1, 2007 to November 30, 2008
List and Brief Description of Supplemental Outreach Initiatives Implemented During This Period

Augusta/Lewiston Station Employment Unit

Establishment of an internship program designed to assist members of the community in acquiring skills needed for broadcast employment:

- A Colby College senior completed a paid, full-time, month-long internship in January, working with the Web team in the Advancement and New Media department recording and producing Web-exclusive content for mpbn.net, supporting the work of the Bangor, Lewiston and Portland SEUs. This student intern produced and posted several general interest stories that were either covered minimally or not at all by our radio and television broadcast staffs.
- A second Colby College senior completed an unpaid, full-time, month-long internship supporting the Bangor, Lewiston and Portland SEUs in the Advancement and New Media department by working to define MPBN's baseline carbon footprint as a precursor to finding ways to reduce it.
- A New England School of Communications (NESCOM) senior student spent 13 weeks, January through April, as a part-time (30 hours per week), paid intern. The student received 9 credit hours for the experience from NESCOM. The student also took classes at the school during the semester. He served as a production assistant editing program segments and operating a character generator at the MPBN station in Bangor, also supporting Lewiston television productions, and reporting to the Media Production Support Manager.
- An informal internship for seven New England School of Communications (NESCOM) students took place in February 2008 as we broadcast the annual Maine State High School Basketball Tournament. The students were paid for their work, ranging from 5 to 35 hours each and performing the jobs of video replay, technical director, audio operator, and camera operator. The assignments exposed the students to the various jobs involved in airing live, local television production of a sporting event. This activity supported the Lewiston SEU.
- A seven-week, full-time paid summer 2008 internship for a college junior or senior, assisting our Web team, was completed by a Maine native Barnard College (NYC) student entering her senior year. This intern created, wrote, edited, uploaded and archived Web-exclusive audio, video and written content for mpbn.net as well as other MPBN services including MPBN Radio, Television, "Experience" magazine and the mpbn.net lifelong learning service. She also arranged for and participated in capturing audio and / or video at special on- and off-site events promoting MPBN and its goals, worked with the Webmaster to

ensure smooth integration of content into existing areas of mpbn.net and creating new sections as needed, and created, wrote, edited and produced original content for the lifelong learning service. This internship supported the Bangor, Lewiston and Portland SEUs.

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities:

Each upper level opening for the Lewiston SEU was listed on the Web sites of:

1. The National Alliance of State Broadcasters Associations at “CareerPage,” the National Broadcast Job Bank.
2. The Corporation of Public Broadcasting at “Jobline,” for jobs in public broadcasting.
3. “Jobs in Maine,” which includes a company profile of MPBN.
4. Maine Public Broadcasting at “About Us/Jobs at MPBN.”
5. PBSConnect, which is the website for the Public Broadcasting Service.

Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting:

- Representing Portland, Lewiston and Bangor SEUs, on August 24, 2008, our News / Public Affairs Director spoke with about 14 freshman students at Colby College in a half-day of intense interaction on the business of public broadcasting and how it operates in the community. The activity included an information-gathering session about how younger news consumers get their information.

- On October 23, 2008, one of our News Producers, representing the Bangor, Lewiston and Portland SEUs served on a panel of seven broadcast journalists as about 150 New England School of Communication (NESCOM) students from broadcast survey classes sought information about careers in broadcast journalism as a whole, with specific questions advanced about employment with local broadcast outlets.