

**EEO Public File Report**  
 Covering the Period 12/1/07 to 11/30/08  
 Station(s) Comprising Station Employment Unit: **Portland**  
**(WMEA-FM)**

**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>
News Producer (Sources used this search: 1-6, 8-14)	Word of mouth	5
Assistant Program Manager / Operations Coordinator (Sources used this search: 1-7, 9-14)	MPBN Web site	7
News Producer (Sources used this search: 1-6, 8-14)	Employee referral	7
<i>Total Number of Persons Interviewed During Applicable Period:</i>		<i>19</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. Employee referral	4	3
3. Word of mouth	3	3
4. Maine Public Broadcasting Network Web site <a href="http://www.mpbn.net">http://www.mpbn.net</a>	4	3
5. Corporation for Public Broadcasting Web site <a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	5	3
6. Public Radio Program Director's Association 38 Milford St Hamilton, NY 13346 315-824-8226 315-824-8227, fax <a href="http://www.prpd.org">http://www.prpd.org</a> <a href="http://www.prpd.org/jobs/jobopen.htm">http://www.prpd.org/jobs/jobopen.htm</a>	0	1
7. Public Radio Satellite System National Public Radio Distribution 635 Massachusetts Ave NW Washington, DC 20001	0	2

	202-513-2600 <a href="http://www.prss.org">www.prss.org</a> <a href="https://webdacs1.nprsat.org">https://webdacs1.nprsat.org</a>		
8.	Society of Professional Journalists Eugene S. Pulliam National Journalism Center 3909 N. Meridian St Indianapolis, IN 46208 317-927-8000 317-920-4789, fax <a href="http://www.spj.org/jobbank.asp">http://www.spj.org/jobbank.asp</a>	1	1
9.	Jobs in Maine Web site <a href="http://www.jobsinmaine.com">http://www.jobsinmaine.com</a>	1	3
10.	Career Center John C. Bouchard <a href="mailto:John.c.bouchard@maine.gov">John.c.bouchard@maine.gov</a> 185 Lancaster St Portland, ME 04101-2453 877-594-5627 207-822-0221	0	3
11.	Craig's List Susan MacTavish Best <a href="http://www.craigslislist.org/about">http://www.craigslislist.org/about</a>	1	3
12.	National Alliance of State Broadcasters Associations Web site Suzanne D. Goucher Executive Director The Maine Association of Broadcasters 128 State St., Ste 301 Augusta, ME 04330 207/623-3870 207/621-0585 (fax) <a href="http://www.careerpage.org">http://www.careerpage.org</a>	0	3
13.	PBS Connect <a href="https://secure.connect.pbs.org/wb/default.asp?action=10&amp;fid=51">https://secure.connect.pbs.org/wb/default.asp?action=10&amp;fid=51</a> (requires user name and password) (Public Broadcasting Service internal Web posting)	0	3
14.	Maine Association of Nonprofits Lydia Badger Membership Coordinator MANP 565 Congress St., Ste 301 Portland, ME 04101 207/871-1885 <a href="http://www.nonprofitmaine.org/jobs.asp">http://www.nonprofitmaine.org/jobs.asp</a>	0	3

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

Cornell McLellan ([cornell\\_mclellan@tdc.tdc@tdc-usa.org](mailto: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

([joborders@maine.gov](mailto:joborders@maine.gov))  
CareerCenter at Portland  
185 Lancaster St  
Portland ME 04101-2406  
822-0141, Ext. 513

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

Robin Weymouth ([rporter\\_2@msn.com](mailto:rporter_2@msn.com))  
Katahdin Region Coordinator  
Women, Work, and Community  
28 Balsam Dr  
Millinocket ME 04462  
723-9331

Beverly Bayer ([bayer@maine.edu](mailto: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](mailto:faye.ivers@maine.gov))  
ASPIRE  
396 Griffin Rd  
Bangor ME 04401-3002  
561-4174

Amy Adams ([aadams@smccme.edu](mailto:aadams@smccme.edu))  
Office of College Advancement  
Southern Maine Community College  
2 Fort Rd.  
S. Portland, ME 041206  
207/767-9575

Patricia A. Kimball ([pkimball@wellspringsa.org](mailto:pkimball@wellspringsa.org))  
Executive Director  
Wellspring, Inc.  
51 Broadway  
Bangor ME 04401

941-1612  
623-7576

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

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

Warren Maxim ([wmaxim@kvcc.me.edu](mailto: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](mailto:tnelson@nmcc.edu))  
Career Counselor  
Northern Maine Community College  
33 Edgemont Dr  
Presque Isle, ME 04769  
768-2747

Tina Erskine ([terskine@wccc.me.edu](mailto: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](mailto: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](mailto: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](mailto: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](mailto:pinedu@penobscotnation.org))  
Dept of Education & Career Services  
Penobscot Nation  
6 River Road  
Indian Island, ME 04468  
827-7776

Maureen Bernabei ([mbernabei@ginne.org](mailto: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](mailto: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](mailto: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](mailto: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](mailto: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](mailto:workchoices@sacoriver.net))

Employment Consultant  
WorkChoices  
PO Box 241  
Waterboro, ME 04087  
247-4770

Jon Guay, DVET ([Guay.jon@dol.gov](mailto: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

#### **Portland 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 summer 2008 seven-week, full-time paid 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 Portland 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 Web site for the Public Broadcasting Service.

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

- Our News / Public Affairs Director, representing Portland and Bangor SEUs, in mid-April, spoke to about 12 students at the SALT Institute for Documentary Studies in Portland about the work of radio news production, career opportunities in the field industry-wide, and discussed and critiqued their audio documentary projects.
- 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.