WABK-FM, WTQX-FM, WFAU-AM, WIGY-FM, WVQM-FM, WMCM-FM, WQSS-FM, WRKD-AM, WTOS-FM

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

EEO Public File Report

December 1, 2010 – November 30, 2011
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	2/28/11	6	#1 # 25	5 1	# 1
2.	Account Executive	5/23/11	2	# 26	2	# 26
3.	Account Executive	10/31/11	3	# 1 Client Referred	2 1	# 1

Total number of interviewees for all full time positions: 11

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)

For Position 1 Blueberry Broadcasting LLC used recruitment sources 1 – 10 & 12- 25 set forth on attachment A to fill the position.

For Position 2 Blueberry Broadcasting LLC used recruitment sources 2, 3, 5-8, 10, 12- 14, 16-24 & 26 set forth on attachment A to fill the position.

For Position 3 Blueberry Broadcasting LLC used recruitment sources 1-10, 12-14, 16-24 & 25 set forth on attachment A to fill the position.

For Position 4 Blueberry Broadcasting LLC used recruitment sources 1 – 24 set forth on attachment A to fill the position.

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	7
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	5748Memorial 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	Emma L. Bowen Foundation for Minority Interests in Media		1299 Pennsylvania Ave., NW 11th Floor Washington, DC 20004	202.637.4494 Fax 202.637.4495	0
13	International Women's Media Foundation	info@iwmf.org	1625 K Street NW, Suite 1275 Washington, DC 20006	202.496.1992	0
14	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
15	Fall or Spring Career Center Job Fair	Jack O'Brien	125 Community Drive Suite 201 Augusta, ME 04330	207.623.9000 ext. 112	0
16	National Assoc. of Hispanic Journalists		1000 National Press Bldg., Washington, DC 20045-2001	202.662.7145 Fax 202.662.7144	0

17	National Assoc. Of Multicultural Media Executives		7950 Jones Branch Drive McLean, VA 22107	703.854.7179	0
18	Society for Human Resource Management		1800 Duke St. Alexandria, VA 22314	800.283.7476	0
19	Minority Media & Telecommunications Council	info@mmtconline.org	3636 16th St. NW, Suite B-366 Washington, DC 20010	202.332.0500	0
20	Saint Joseph's College of Maine	Prof. William Yates	278 White's Bridge Rd. Standish, ME 04084	207.893.7914	0
21	University of Southern Maine	Stephanie Towns stowns@usm.maine.edu	PO Box 9300 Portland, ME 04104	207.780.4141	0
22	Southern Maine Community College	Don Woodward	2 Fort Road So. Portland, ME 04106	207.741.5500	0
23	University of New England	jnevers@une.edu	11 Hills Beach Road Biddeford, ME 04005-9599	207.602.2503	0
24	Blueberry Broadcasting Web Sites	Jack O'Brien	150 Whitten Rd. Augusta, ME 04330	207.623.9000 Ext. 304	0
25	Central Maine Help Wanted.com	Mark White	125 Community Drive Suite 201 Augusta, ME 04330	207.623.9000 Ext. 103	1
26	Kennebec Journal	Cynthia A. Marcoux	274 Western Ave. Augusta, ME 04330	207.623.3811 ext. 563	2
27	Client Referred				1

* Asterisk denotes recruitment sources which requested job notification announcements

Attachment B

WABK-FM, WTQX-FM, WFAU-AM, WIGY-FM, WVQM-FM, WMCM-FM, WQSS-FM, WRKD-AM, WTOS-FM
125 Community Drive, Ste. 201
Augusta, Maine 04330

EEO Public File Report

December 1, 2010 – November 30, 2011

Statement of Supplemental EEO Outreach Activities:

a) Initiative : Participation in a Job Fair

On May 19, 2011 , Blueberry Broadcasting LLC participated in the Employ Maine 2011 Career & Resource Fair at the Spectacular Event Center in Bangor. 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 Program Manager and the Director of Programming & Operations.

On October 27, 2011, Blueberry Broadcasting LLC participated in the 14th Annual Fall Job 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. The fair was attended by a Blueberry Broadcasting Program Manager and the Director of Programming & Operations.

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

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On April 4, 2011, Ric Tyler a Blueberry Broadcasting LLC personality spoke to Professor Sarah Smiley's two Broadcast Journalism classes at the University of Maine, Orono campus regarding news writing techniques. Ric also critiqued student scripts and shared insight into a career in broadcasting.

On April 6, 2011, Blueberry Broadcasting LLC personality Ric Tyler took part in the Community Reading Day at Fruit Street School by reading three books to Mrs. Lisa Gallant's third grade class. He shared insight into the importance of reading in a career of broadcasting.

On May 31, 2011 a Blueberry Broadcasting Program Director spent the morning at United Technologies Center. He gave radio presentations to five different groups of 8th graders. It was part of their 17th annual Career Fair.

On August 2, 2011 two Blueberry Broadcasting LLC personalities hosted a tour of twenty high school students who attended the New England School of Communications Media Camp. All students were interested in a possible future in broadcasting. They discussed the Blueberry properties, and formats. There was a discussion about talk radio and sports broadcasting as well as the music formats. There were a few of the students that had interests in becoming a talk show host. They ended the tour with a Q & A regarding the studios and equipment room.

c) Initiative: Internship program designed to assist members of the community to acquire skills needed for broadcasting employment.

From January 2011 to May 2011, a student from the University of Maine- Orono campus participated in the Blueberry Broadcasting internship program under the guidance of the local Operations Manager. The intern program gives students an inside look at all aspects of the operation. The student had an interest in our sports stations. The school requirement for interns is 150 hours.

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

On November 1, 2011, 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.
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e) 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.

f) 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.