

**Annual EEO Public File Report  
Portland Station Employment Unit  
(WMEA-FM)**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This report was prepared on behalf of the Station Employment Unit of WMEA-FM, and is required to be placed in the public inspection file of this station, and posted on its Web site, if it has a Web site.

The information contained in this Report covers the time period beginning December 1, 2019 to and including November 30, 2020 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c) (I)(ii) of the new EEO Rules, which should be separately identified), identified by name, address, contact person and telephone number as available;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and, of those people who were interviewed, the number referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.208(c)(2) of the EEO Rule.

Attachments 1, 2 and 3, which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Attachment 2 under the column entitled “Full-Time Positions for Which This Source was Utilized” refer to the number of the full-time job positions listed on Attachment 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and reported to work. A person was deemed “interviewed” whether he or she was interviewed in person, video conference, over the telephone or by e-mail.

Attachment 1  
EEO Public File Report  
Covering the Period 12/1/19 to 11/30/20  
Station(s) Comprising Station Employment Unit: **Portland**  
(WMEA-FM)

**Section 1: Vacancy Information**

	<b>Full-time Positions Filled by Job Title</b>	<b>Total Interviewed</b>	<b>Recruitment Source of Interviewees</b>	<b>Recruitment Source of Hired Employee</b>
<b>No full-time positions filled.</b>				

**Total Number of Persons Interviewed During Applicable Period – 0**

Please see Attachment 2 for additional information concerning  
recruitment sources used for these vacancies.

Attachment 2  
**EEO Public File Report**  
 Covering the Period 12/1/19 to 11/30/20  
 Station(s) Comprising Station Employment Unit: **Portland**  
**(WMEA-FM)**

**Section 2: Master Recruitment Source List**

**No full-time positions filled.**

	<b>Recruitment Source Information</b>	<b>Total Number of Interviewees Provided by Source During This Period (if any)</b>	<b>Full-Time Positions For Which This Source Was Utilized</b>
A	Internal Posting / Current Employee		
B	Referral		
C	Walk-In Job Seeker		
D	Previous Applicant		
E	Former Employee		
F	Maine Public Careers Website 1450 Lisbon Street Lewiston, Maine 04240 (207) 330-4506; (f)(207) 330-4619 <a href="http://www.mainepublic.org/careers">http://www.mainepublic.org/careers</a>		
G	Maine Public Radio WMEA-FM (90.1) and WMEH-FM (90.9) Charles Beck Vice President, Director Radio & Television (207) 404-5110 On-air announcements of position openings		
H	JobsinMaine.com		

	<a href="http://www.jobsinmaine.com">http://www.jobsinmaine.com</a>		
I	<p>Maine Association of Nonprofits (MANP)  Jessica Lantos, Membership &amp; Communications Manager  MANP  565 Congress St., Ste 301  Portland, ME 04101  (207) 871-1885  <a href="http://www.manp.org">http://www.manp.org</a></p>		
J	<p>Maine's Job Bank Career Center  <a href="http://www.mainecareercenter.gov/">http://www.mainecareercenter.gov/</a>  45 Oak St., Ste 3  Bangor, ME 04401-7902  Phone: (207) 561-4050 or 1-888-828-0568  Fax: (207) 561-4066  TTY users call Maine Relay 711  Email: <a href="mailto:bangor.careercenter@maine.gov">bangor.careercenter@maine.gov</a></p>		
K	<p>Corporation for Public Broadcasting  401 9th Street, NW  Washington, DC  20004-2129  (202) 879-9600  <a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a></p>		
L	<p>National Alliance of State Broadcasters Associations Web Site  Maine Association of Broadcasters  69 Sewall Street  Augusta, ME 04330  207-623-3870  (800) 664-6221 (from 207 area code)  <a href="https://www.mab.org/jobs-broadcasting-maine/">https://www.mab.org/jobs-broadcasting-maine/</a></p>		
M	<p><i>Current</i> – News for People in Public Media  Alyne Ellis  <a href="mailto:alyne@current.org">alyne@current.org</a>  6930 Carroll Ave, Suite 625  Takoma Park, MD 20912  (301) 270-7240  (301) 270-7241, fax</p>		
N	<p>University of Maine School of Law  <a href="http://mainelaw.maine.edu/career-services/">http://mainelaw.maine.edu/career-services/</a></p>		

	(207) 780-4796 <a href="mailto:mainelaw@maine.edu">mainelaw@maine.edu</a>		
O	American Marketing Association 130 E. Randolph St., 22nd Floor, Chicago, IL 60601 Tel:(800)AMA-1150 or (312)542-9000 Fax:(312)542-9001 <a href="https://jobs.ama.org/">https://jobs.ama.org/</a>		
P	National Educational Telecommunications Association 939 South Stadium Road, Columbia, SC 29201 Main Phone Number: (803) 799-5517 Main Fax Number: (803) 771-4831 Business Center Fax Number: (803) 779-5553 <a href="http://www.netaonline.org/Professional-Development/Public-TV-Careers">http://www.netaonline.org/Professional-Development/Public-TV-Careers</a>		
Q	Indeed, Inc. 6433 Champion Grandview Way Building 1 Austin, TX 78750 <a href="https://www.indeed.com/">https://www.indeed.com/</a>		
R	Association of Fundraising Professionals Northern New England Chapter (AFP NNE) 1465 Woodbury Avenue, #827 Portsmouth, NH 03801 Email: ADMIN@AFP-NNE.ORG Phone: (603) 319 - 4039 <a href="http://www.afp-nne.org/jobs.html">http://www.afp-nne.org/jobs.html</a>		
S	LinkedIn 1000 W. Maude Avenue Sunnyvale, CA 94085 <a href="https://www.linkedin.com/company/maine-public-broadcasting-network/jobs/">https://www.linkedin.com/company/maine-public-broadcasting-network/jobs/</a>		
T	Facebook 1 Hacker Way Menlo Park, California 94025 (650) 853-1300 <a href="https://www.facebook.com/MainePublic/">https://www.facebook.com/MainePublic/</a>		

U	<p>Livingston Associates, LLC  7409 W. Fremont Avenue  Littleton, CO 80128  Phone: (410) 243-1947  <a href="https://livingstonassociates.net/">https://livingstonassociates.net/</a></p>		
V	<p>Mediabistro  825 Eighth Avenue, 29th Floor  New York, NY 10019  (800) 205-7792  <a href="https://www.mediabistro.com/jobs/">https://www.mediabistro.com/jobs/</a></p>		
W	<p>National Association of Black Journalists  1100 Knight Hall, Suite 3100  College Park, Maryland 20742  Phone: (301) 405-0248  Fax: (301) 314-1714  <a href="https://www.nabj.org/">https://www.nabj.org/</a></p>		
X	<p>National Hispanic Media Coalition  5 South Grand Ave, Ste 200  Pasadena, CA 91105  Tel: (626) 792 6462  Fax: (626) 792 6051  <a href="http://www.nhmc.org/jobs">http://www.nhmc.org/jobs</a></p>		
Y	<p>Native American Journalists Association  NAJA - OU Gaylord College  395 W. Lindsey St.  Norman, OK, 73019-4201  <a href="https://www.naja.com/resources/job-listings/">https://www.naja.com/resources/job-listings/</a></p>		
Z	<p>Society of Professional Journalists  Eugene S. Pulliam National Journalism Center  3909 N. Meridian St., Suite 200  Indianapolis, IN 46208  (317) 927-8000  Fax: (317) 920-4789  <a href="https://www.spj.org/jobs.asp">https://www.spj.org/jobs.asp</a></p>		

AA	<p>Columbia Journalism Review  801 Pulitzer Hall  2950 Broadway  New York, NY 10027  Voice, (212) 854-1881  Fax, (212) 854-8367  <a href="https://www.cjr.org/">https://www.cjr.org/</a></p>		
BB	<p>Poynter Institute  801 Third Street South St.  Petersburg, FL 33701  (727) 821-9494  <a href="http://www.careers.poynter.org/">http://www.careers.poynter.org/</a></p>		
CC	<p>Twitter  1355 Market St., Ste. 900  San Francisco, CA 94103  (415) 222-9670  <a href="https://twitter.com/MainePublic">https://twitter.com/MainePublic</a></p>		
DD	<p>Craigslist  1381 9th Ave.  San Francisco, CA 94122  (415) 566-6394  <a href="https://maine.craigslist.org">https://maine.craigslist.org</a></p>		
EE	<p>Society of Broadcast Engineers Inc.  9102 North Meridian Street, Suite 150  Indianapolis, IN 46260  (317) 846-9000  <a href="https://www.sbe.org/">https://www.sbe.org/</a></p>		
FF	<p>Portland Jobs Alliance  c/o CEI  2 Portland Fish Pier, Suite 206  Portland, ME 04101  (207) 504-5900  info@portlandjobsalliance.org  <a href="http://portlandjobsalliance.org/">http://portlandjobsalliance.org/</a></p>		

GG	<p>Women in Technology  200 Little Falls Street, Suite 205 Falls Church, VA 22046  Phone: 703-349-1044   Fax: 703-884-9165  <a href="mailto:staff@womenintechnology.org">staff@womenintechnology.org</a>  <a href="https://www.womenintechnology.org/">https://www.womenintechnology.org/</a></p>		
HH	<p>Eastern Maine Community College  354 Hogan Road, Bangor, Maine  (207) 974-4600   1-800-286-9357  <a href="https://www.emcc.edu/beyond-emcc/career-resources/">https://www.emcc.edu/beyond-emcc/career-resources/</a></p>		
II	<p>University of Southern Maine  A Member of the University of Maine System  PO Box 9300, Portland, ME 04104  (800) 800-4USM  <a href="https://usm.maine.edu/career-and-employment-hub/usmcareerconnections">https://usm.maine.edu/career-and-employment-hub/usmcareerconnections</a></p>		
JJ	<p>Central Maine Community College  1250 Turner Street  Auburn, Maine  (207) 755-5100  <a href="https://www.cmcc.edu/life-after-cmcc/career-resources/">https://www.cmcc.edu/life-after-cmcc/career-resources/</a></p>		
KK	<p>Southern Maine Community College  Career Services  (207) 741-5994  (f): 207-741-5760  <a href="mailto:careers@smccME.edu">careers@smccME.edu</a>  <a href="https://www.smccme.edu/business-community/offer-internships-jobs/">https://www.smccme.edu/business-community/offer-internships-jobs/</a></p>		
LL	<p>Broadcast Career Link  National Association of Broadcasters  1771 N Street NW  Washington, D.C. 20036  <a href="http://www.broadcastcareerlink.com/">http://www.broadcastcareerlink.com/</a>  <a href="mailto:tdotson@nab.org">tdotson@nab.org</a></p>		



M M	<p>TV Technology c/o Future US, Inc.  5285 Shawnee Road, Suite 525  Alexandria, VA 22312-2334  Phone: (703) 852-4600  <a href="https://www.tvtechnology.com/tvtechnology@futurenet.com">https://www.tvtechnology.com/tvtechnology@futurenet.com</a></p>		
NN	<p>Mainely Tech Women  m.me/mainelytechwomen  http://mainelytechwomen.org  @mainelytechwomn  <a href="https://www.facebook.com/mainelytechwomen/">https://www.facebook.com/mainelytechwomen/</a></p>		
OO	<p>Monster.com  Monster Worldwide, Inc.  133 Boston Post Road  Weston, MA 02493  Phone: (978) 461-8000  Fax: (978) 461-8100  <a href="https://www.monster.com/">https://www.monster.com/</a></p>		
PP	<p>TechHire, Opportunity@Work, Inc.  1111 19th Street N.W., Suite 1180  Washington, DC 20036  (202) 847-4470  <a href="mailto:info@opportunityatwork.org">info@opportunityatwork.org</a>  <a href="https://techhire.org/">https://techhire.org/</a>  <a href="https://www.facebook.com/techhire/">https://www.facebook.com/techhire/</a></p>		
QQ	<p>Association for Computing Machinery  2 Penn Plaza, Suite 701  New York, NY 10121-0701  (212) 869-7440  <a href="https://jobs.acm.org/">https://jobs.acm.org/</a></p>		
RR	<p>Project Login  Educate Maine  482 Congress St #303  Portland, ME 04101  (207) 347-8638  <a href="http://www.projectlogin.com/careers">http://www.projectlogin.com/careers</a></p>		

SS	<p>Glassdoor  1300 S El Camino Real, 400  San Mateo, CA 94402  (855) 315-4473  <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a></p>		
TT	<p>New England Dev Research Association  465 Waverly Oaks Road, Suite 421  Waltham, MA 02452  781.894.1457  office@nedra.org  <a href="https://www.nedra.org/">https://www.nedra.org/</a>  <a href="https://nedra-jobs.careerwebsite.com/">https://nedra-jobs.careerwebsite.com/</a></p>		
UU	<p>Diversity Hiring Coalition (DHC)  PO Box 7324  Portland, ME 04112  <a href="https://dhcmaine.com/">https://dhcmaine.com/</a>  Holly Germann  <a href="mailto:HMGermann@mainehealth.org">HMGermann@mainehealth.org</a>  (207) 662-6007</p>		
VV	<p>Accountemps  100 Middle Street, 3<sup>rd</sup> Floor  Portland, Maine 04101  <a href="https://www.roberthalf.com/">https://www.roberthalf.com/</a>  (207) 772-1900</p>		
W W	<p>Paschal Murray, Executive Search  Marketing Email/Position Announcement  Suite 200  1430 Commonwealth Drive  Wilmington, North Carolina 28403  (760) 863-4512</p>		
XX	<p>Paschal Murray, Executive Search  Website  1430 Commonwealth Drive Suite 200  Wilmington, NC 28403  <a href="https://www.paschalmurray.com/">https://www.paschalmurray.com/</a>  (760) 863-4512</p>		

YY	<p>Paschal Murray, Executive Search  LinkedIn  1430 Commonwealth Dive, Suite 200  Wilmington, NC 28402  <a href="https://www.linkedin.com/company/paschalmurray/">https://www.linkedin.com/company/paschalmurray/</a>  (760) 863-4512</p>		
ZZ	<p>Paschal Murray, Executive Search  Advertisement/Promotion CASE District III Conference  1430 Commonwealth Dive, Suite 200  Wilmington, NC 28402  (760) 863-4512</p>		
AA A	<p>Ziprecruiter  604 Arizona Ave.  Santa Monica, CA 90401  <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>  (877) 252-1062</p>		
BB B	<p>Public Radio Association of Development Officers  President, Kevin Donohue  kevin@kfdmedia.com  1000 Potomac Street NW.  Washington, DC 20007  <a href="https://www.pradoweb.org/">https://www.pradoweb.org/</a></p>		
CC C	<p>Bangor Daily News  1 Merchants Plaza  PO Box 1329  Bangor, ME 04402  <a href="http://jobs.bangordailynews.com/">http://jobs.bangordailynews.com/</a>  (207) 990-8000</p>		
DD D	<p>Simply Hired  370 San Aleso Avenue  Suite 200  Sunnyvale, CA 94085  (408) 400-4770  <a href="https://www.simplyhired.com/">https://www.simplyhired.com/</a></p>		

**Total Number of Persons Interviewed During Applicable Period - 0**

Attachment 3  
EEO Public File Report  
Covering the Period 12/1/19 to 11/30/20  
Station(s) Comprising Station Employment Unit: **Portland**  
(WMEA-FM)

**Section 3: Prong 3 Outreach Initiatives**

**Establishment of an internship program to assist students  
in acquiring skills needed for broadcast employment:**

In 2015, Maine Public (formerly known as Maine Public Broadcasting Network or MPBN) launched a paid internship program for college or technical school students interested in careers in the news / journalism, digital news and / or technical / broadcasting fields in memory of Jim Dowe, former President and CEO of Maine Public who had a special interest in helping young people prepare for and build careers in public broadcasting.

In this sixth year, 27 students from diverse locations and schools applied for two Dowe Public Media Internship positions. Unfortunately, due to the COVID-19 pandemic, we suspended the internship prior to candidate selection. Ultimately, we cancelled the program for 2020 and are evaluating potentially recruiting for the summer of 2021.

More information about this opportunity, and profiles of all our interns, is available online:  
<https://www.mainepublic.org/jim-dowe-internship-fund>.

**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:**

There were zero employment openings for the Portland SEU during this period.

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

On January 24, 2020, our Morning Edition Producer hosted approx. 20 first grade students from the Young School in Saco, Maine, and discussed public speaking, news preparation, and news delivery. They toured the Portland studios and met several employees.

**Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.**

Maine Public's Diversity Policy states a commitment to diversity across the organization and its governing boards. Our strategic plan set out a goal to increase staff diversity and inclusion to incorporate a broader range of voices and perspectives throughout our organization. Our Employee Handbook includes policies on discrimination and equal employment opportunities. It states our commitment to preventing discrimination against and harassment of employees in the work place or at any place where the employee is engaged in Maine Public activities, due to race, religion, gender, age, marital status, veteran status, national origin, physical or mental disability, sexual orientation or on the basis of any other category(ies) protected by law.

All new employees receive the Employee Handbook, receive training during their orientation, and sign an acknowledgement regarding these policies and the training.

In January of 2020, we updated our Employee Handbook to remove gender specific designations. Instead of using him/her, he/she, his/her, the language was be updated to their, they, and them.

On August 10, 200, we asked all managers and employees to view the Public Media Development and Marketing Conference (PMDMC) keynote session, "The Invisible Thumbprint: How Unconscious Bias and White Culture Affect Public Media," with Minal Bopaiah, Founder & Principal Consultant, Brevity & Wit:

- <https://www.greaterpublic.org/resources/membership/pmdmc-summer-series-the-invisible-thumbprint-how-unconscious-bias-and-white-culture-affect-public-media/>.

We regularly used the internal employees e-newsletter, the Weekly Update as a training tool to prevent discrimination and engage with materials that explore race, racism, equity, and inclusion. On August 17, 2020, we used the internal employee e-newsletter to feature the PBS Spotlight on Racism in America. This collection of content helped facilitate conversation among employees, added historical context to some of these issues, and hopefully enables change:

- <https://www.pbs.org/articles/2020/06/racism-in-america/>

On August 24, 2020, we used the internal employee e-newsletter to share resources on how language reflects our identity and our values. Adriane Lentz-Smith, an associate professor of history and African American studies at Duke University said, “taking a pause and being deliberate about the language we use can help create a kinder society that doesn’t traffic in anti-blackness.” We shared with employees these two articles:

- “Is the word ‘picnic’ racist? How to deal with questions about language right now”  
By Elizabeth Wellington, The Philadelphia Inquirer  
<https://www.inquirer.com/news/language-race-systemic-racism-tipping-point-picnic--20200801.html>
- “12 Common Words and Phrases with Racist Origins or Connotations”  
By Brittany Wong, HuffPost  
[https://www.huffpost.com/entry/common-words-phrases-racist-origins-connotations\\_1\\_5efcfb63c5b6ca9709188c83](https://www.huffpost.com/entry/common-words-phrases-racist-origins-connotations_1_5efcfb63c5b6ca9709188c83)

On October 5, 2020, we used the internal employee e-newsletter to share the “21-Day Racial Equity Habit Building Challenge.” This program offers one action each day to further our understanding of power, privilege, and equity. It includes suggestions for readings, podcasts, videos, observations, and ways to form and deepen community connections. There’s also a “Coffee Break” section that offers videos 3 – 7 minutes in length. The 21-Day Racial Equity Habit Building Challenge is offered by American & Moore, founded by Dr. Eddie Moore, Jr.

On October 15, 2020, Leora Kirk, with KMA Consulting, attended our monthly staff meeting by video conference to lead harassment and discrimination prevention training for all employees. During the session we reviewed and discussed the illegality and definitions of sexual harassment and discrimination, examples, internal complaint processes, legal recourse, and protection against retaliation. The training also addressed discrimination based on all protected classes, bullying, microaggressions, and bystander actions.

Immediately following, Ms. Kirk facilitated a management training to discuss specific responsibilities of supervisory and managerial employees, methods that these employees must take to ensure immediate and appropriate corrective action in addressing sexual harassment complaints, and actions to take to promote a work environment that is free of harassment and discrimination.

On October 19, 2020, we used the internal employee e-newsletter to follow up on the training and we shared several resources on microaggressions:

- NPR’s Life Kit, Microaggressions Are A Big Deal: How To Talk Them Out And When To Walk Away, read the edited interview or listen to the podcast.
- What if Microaggressions Happened to White People, MTV’s decoded explores scenarios in which bi poc experience microaggressions and inadvertent insults that stereotype them.

- Opening up on Racial Microaggressions in Sport, BBC Sport highlights five people sharing racial microaggressions they have experienced while playing or covering sport from coaches, teammates and opponents and the long-lasting effects.

On November 9, 2020, we used the internal employee e-newsletter to share information on Maine-Wabanaki REACH, an organization that advances Wabanaki self-determination by strengthening the cultural, spiritual and physical well-being of Native people in Maine. REACH (Restoration-Engagement-Advocacy-Change-Healing) began as a collaboration of state and tribal child welfare workers who knew from their work together that children, families, and communities need truth, healing and change. Maine Wabanaki REACH envisions a future where Maine and Wabanaki people join together to acknowledge truth and work collectively toward healing and positive change. REACH's work is about decolonization and is focused on three areas: Wabanaki health, wellness and self-determination; Maine ally building; and strengthening systems and organizations.

On November 9, 2020, we also shared with all employees the article, "A Conversation with Native Americans on Race." I is the New York Times' Emmy-award-winning and Oscar-nominated short documentary series. This installment include perspectives on native identity:  
<https://www.nytimes.com/2017/08/15/opinion/a-conversation-with-native-americans-on-race.html>

**Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.**

In 2018, Maine Public created a Professional Development Request Form to support and strengthen an organizational culture of collaboration and opportunity and invest in our employees with professional development and training that simultaneously serves organizational goals and employee passions. The form can be used to request trainings, conferences, and other professional development opportunities. The employee provides a summary of the professional development opportunity, an estimated budget, and answers three questions: 1) How does this request serve organizational goals? 2) How will the request positively impact your professional development? 3) Please describe your professional development experiences within the last two years.

Maine Public supports training programs for employees to acquire, enhance, and refine skills that could lead them to higher level positions. These opportunities include training on specific software programs, attending industry conferences, participating in voice coaching, learning new practices in the field of journalism, and developing management skills necessary to manage employees and volunteers and to assist in their promotion ability.

This year, Maine Public continued our partnership with specialists from Women Taking the Lead and Priority Learning to offer individualized coaching and leadership training. Employees have participated in series such as Performance Coaching, People of Potential, and Direct Managers.

Additionally, a specific fund has been established to allow continued development of all Maine Public staff. All employees are encouraged to pursue at least one developmental opportunity annually.