

Portland Radio Group 2008 Outreach Activities 11/21/07-11/20/08

- A. Established an **internship program** designed to assist members of the community to acquire skills needed for broadcast employment

Portland Radio Group Interns 2008

Melissa Azzaratta	5/12-8/29	USM
Chris Jacobs	5/19-8/29	Bowdoin
Robert Moriaty	5/19-8/29	UMaine Orono
Jessica Hodgkin	5/19-8/29	UMaine Orono
Caroline LaTorre	5/19-6/1	Senior at Cape Elizabeth HS
Mallory Davis	6/11-8/15	Lake Forest College, IL
Kimberly Bechard	9/4-12/31	St. Joseph's College
Hilary Manuel	9/3-12/12	USM
Brian York	9/15-12/31	USM

- B. Participated in general outreach efforts listing job vacancies with MAB.org as part of the model program developed by NASBA
- C. Management level personnel participated in training as to methods of ensuring equal employment opportunity and preventing discrimination.
- a. Chris Mac attended a 2 hour seminar on Building the Perfect Supervisor. This seminar discussed a supervisor's role, selection and training, qualities of a supervisor and the liability of a supervisor. The event was March 19, 2008 and presented by the law firm Verrill and Dana
 - b. Chris Mac participated in a 60 minute webinar, May 28, 2008, presented by Manpower, called *How to Fire Without Getting Fired*. The webinar was designed to educate how to properly terminate an employee and make sure there is no discrimination.
 - c. Chris Mac participated in a 60 minute webinar, June 26, 2008, presented by Manpower, called *Recruiting A Diverse Workplace*. The webinar was designed to explain innovative practices that work.
- D. Participated in training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.
- a. Sandler Sales Training 2008, Chris Mac
- E. Participate in at least 4 events or programs relating to career opportunities in broadcasting sponsored by educational institutions.
- a. General Manager Cary Pahigian participated in the May 19, 2008 Scarborough High School Career Exposition.

Portland Radio Group EEO 2008 List

ORGANIZATION: MAINE ASSOCIATION OF BROADCASTERS
CONTACT: SUZANNE GOUCHER
WEBSITE: www.mab.org / www.careerpage.org
207-623-3870
128 STATE STREET, AUGUSTA, ME

ORGANIZATION: ALL ACCESS
CONTACT: J. DENVER
WEBSITE: www.allaccess.com
310-457-6616
310-457-8058

ORGANIZATION: SAGA COMMUNICATIONS
CONTACT: ALLISON KOEHLER
EMAIL: akoehler@sagacom.com
WEBSITE: www.sagacommunications.com
203-221-1666
GROSS POINT FARM

ORGANIZATION: SOUTHERNMAINEHELPWANTED.COM
CONTACT: DALE
WEBSITE: regionalhelpwanted.com
800-365-8630
845-485-8398
1 CIVIC CENTER PLAZA. SUITE 506, POUGHKEEPSIE, NY

ORGANIZATION: ON AIR ALL STATIONS
CONTACT: CHRIS MAC
207-774-4561 x3009
207-774-3788
420 Western Ave., South Portland, ME 04106

ORGANIZATION: ALL STATION WEBSITES
CONTACT: LARA SEAVER
WEBSITE: wmgx.com, wpor.com, wynz.com, wgan.com, 970wzan.com,
ilovethebay.com, 989wclz.com
207-774-4561
207-774-3788
420 Western Ave., South Portland, ME 04106

ORGANIZATION: Craigslist.com
WEBSITE: www.craigslist.org

ORGANIZATION: GETRADIOJOBS
WEBSITE: www.getradiojobs.org

ORGANIZATION: RADIO BUSINESS REPORT
WEBSITE: RBR.com
ADDRESS: PO Box 6633, Woodbridge, VA 22195

ORGANIZATION: TRAFFIC DIRECTORS GUILD OF AMERICA
WEBSITE: www.tdga.org
PHONE: 949-429-7063
FAX: 209-471-5765

ORGANIZATION: ANDOVER COLLEGE
CONTACT: TODD ABBOTT
WEBSITE: ANDOVERCOLLEGE.COM
EMAIL: placement@andovercollege.edu

ORGANIZATION: BATES COLLEGE
CONTACT: EILEEN WILKINS
WEBSITE: batescollege.erecruiting.com
EMAIL: ewisnews@bates.edu

ORGANIZATION: BOWDOIN COLLEGE
CONTACT: BULLETON EDITOR
WEBSITE: www.bowdoin.edu
EMAIL: cpc@bowdoin.edu

ORGANIZATION: COLBY COLLEGE
CONTACT: PENNY SPEAR
WEBSITE: www.colby.edu
EMAIL: careers@colby.edu

ORGANIZATION: THOMAS COLLEGE
CONTACT: BULLETON EDITOR
WEBSITE: www.thomas.edu/career
EMAIL: career@thomas.edu

ORGANIZATION: ST. JOSEPH'S COLLEGE
CONTACT: JEFF NEVERS
WEBSITE: www.une.edu
EMAIL: jnevers@une.edu

UNIVERSITY OF NEW ENGLAND
CONTACT: PETER SEAVOR
WEBSITE: www.sjcme.edu
EMAIL: pseavor@sjcme.edu

ORGANIZATION: UNIV OF SO MAINE
CONTACT: LARRY BLISS
WEBSITE: www.usm.maine.edu/+csce fax

ORGANIZATION: AIRTALENTS.COM
CONTACT: CHRIS KELLOGG
WEBSITE: www.airtalents.com

ORGANIZATION: AM/FM JOBS
EMAIL: admin@AMFMJobs.com
WEBSITE: www.AMFMJOBS.COM

ORGANIZATION: ALL ABOUT COUNTRY
EMAIL: webmaster@allaboutcountry.com
WEBSITE: www.allaboutcountry.com

ORGANIZATIONS REQUESTING INFORMATION

ORGANIZATION: WORK OPPORTUNITIES 10/6/03
CONTACT: EVE UNDERWOOD
WEBSITE / EMAIL: workopportunities.net
PHONE: 207-282-8864
FAX: 207-282-8901

ORGANIZATION: CAREER CENTER 11/3/05
CONTACT: RICK NUGENT
WEBSITE / EMAIL: mainecareercenter.com
PHONE: 207-771-5627x504
ADDRESS: 185 Lancaster St., Portland 04101

ORGANIZATION: GOODS ENTERTAINMENT 2/14/05
CONTACT: ADAM GOODMAN
WEBSITE / EMAIL: goodsentertainmentvoicehunter.com
PHONE: 203-341-0111 or 1-800-867-9532
FAX: 801-460-3100

ORGANIZATION: NE SCHOOL OF COMMUNICATIONS, BANGOR, MAINE
7/13/05
CONTACT: BILL DEVINE
WEBSITE / EMAIL: www.NESCOM.edu
PHONE: 207-947-6083

FAX: 207-947-3987

Portland Radio Group EEO 2008 Recap 11/26/07-11/21/08

JOB: WPOR MORNING HOST

SOURCES UTILIZED / # OF INTERVIEWS

Station Web Sites / 1
All Access / 2
MAB.org/Careerpage / 0
Sagacommunications.com / 0
SouthernMaineHelpWanted.com / 2
Maine Career Center / 0
Work Opportunities / 0
Goods Entertainment / 0
NESCOM / 0
Craigslist / 0
AM/FM Jobs / 0
JetRadioJobs.com / 0
AirTalents.com / 0
All About Country.com / 0
Referred / 3
Interviewed 8/ Applicants 97

JOB: BUSINESS MANAGER/ACCOUNTING

SouthernMaineHelpWanted.com / 0
MaineCareerCenter.com / 0
Referral / 0
Robert Half / 4
Previous Applicant / 0
Interviewed 6 / Applicants 18

JOB: ACCOUNT EXECUTIVE

All Access / 0
MAB.org/Careerpage / 0
On Air / 3
SagaCommunications.com / 1
SouthernMaineHelpWanted.com / 1
Station Websites / 1
Career Center / 0
Work Opportunities / 0
Goods Entertainment / 0
NE School of Communication / 0
Craigslist / 0
Referral / 1
Internal email / 1

Interviewed 8 / Applicants 47

JOB: INVENTORY CONTROL (TRAFFIC)

Saga website / 0
SouthernMaineHelpWanted.com / 0
PRG websites / 1
On Air / 0
Maine Career Center / 0
Work Opportunities / 0
Goods Entertainment / 0
NE School of Communication / 0
Bates College / 0
St. Joseph's College / 0
Thomas College / 0
USM / 0
Andover College / 0
Craigslist / 2
Unknown / 0
Internal / 1
Indeed.com / 0
Monster.com / 0
Applied for other position / 3
Interviewed 7 / Applicants 42

JOB: ADMINISTRATIVE ASSISTANT

Saga website / 0
SouthernMaineHelpWanted.com / 2
PRG websites / 0
Maine Career Center / 0
Goods Entertainment / 0
NE School of Communication / 0
Bates College / 0
Bowdoin College / 0
St. Joseph's College / 0
Thomas College / 0
USM / 0
Andover College / 0
Craigslist / 3
Unknown / 0
Internal / 0
Referrals / 2
On Air / 0
Interviewed 7 / Applicants 20

JOB: SALES ASSISTANT

On Air / 0

All Access / 1
MAB.org / 0
Saga Website / 0
SouthernMaineHelpWanted.com / 3
Station websites / 1
Career Center / 0
Work Opportunities / 0
Goods Entertainment / 0
NE School of Communication / 0
Craigslist / 1
Indeed.com / 0
Unknown / 0
Referral / 1
Interviewed 7 / Applicants 123

JOB: ASSISTANT BUSINESS MANAGER

SouthernMaineHelpWanted.com / 3
Craigslist / 3
Accomplished Professionals / 1
Internal / 2
On Air / 4
Interviewed 13

JOB: GROUP TRAFFIC REPORTER/ANCHOR

Internal / 3
Craigslist / 3
Referral / 1
All Access / 4
SouthernMaineHelpWanted.com / 1
Interviewed 12 / Applicants 22

JOB: TRAFFIC MANAGER (2)

All Access / 1
MAB.org / 0
On Air / 0
Saga Website / 0
SouthernmaineHelpWanted.com / 4
PRG Websites / 0
Career Center / 0
Work Opportunities / 0
Goods Entertainment / 0
NESCOM / 0
Craigslist / 1
AMFM Jobs.com / 0
GetRadioJobs.com / 1
Internal / 1

Interviewed 8 / Applicants 85

JOB: AIR TALENT/MUSIC DIRECTOR

SouthernMaineHelpWanted.com / 0

All Access / 5

MAB.org / 0

Saga Website / 1

PRG Website / 0

Career Center / 0

Work Opportunities / 0

Goods Entertainment / 0

NESCOM / 0

Craigslist / 0

AMFM Jobs.com / 0

GetRadioJobs.com / 0

AirTalents.com / 0

Broadcasting Careers / 0

Internal / 5

Referral / 1

Interviewed 12 / Applicants 104