

Equal Employment Opportunity Report

For the period December 1, 2017 – November 30, 2018

For the employment unit of
MOUNTAIN VALLEY BROADCASTING, INC.

WEZR-FM, Norway, ME
WOXO-FM, Mexico, ME
WOXO-AM, South Paris, ME
WTME-AM, Rumford, ME
WEZR-AM, Lewiston, ME

Pursuant to 47 C.F.R. x 73.2080 (c) (6)

I. INTRODUCTION AND GENERAL POLICY

Mountain Valley Broadcasting, Inc. is an Equal Opportunity Employer. Our policy is to seek and employ qualified persons in all job classification and positions without discrimination on the basis of race, religion, sex, national origin, age or disability. The five stations comprise a single employment unit for purposes of this report.

II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, we create a file for each full-time vacancy. The station's EEO File contains copies of the job listing for all sources used to recruit applicants. The EEO File also includes information on the station's outreach activities. Pursuant to Section 73.2080 (c) (6) of the Federal Communications Commission rules, the EEO Report is on file in the public inspection file of our office at 243 Main Street in Norway, ME, and has been posted to the station's website.

III. VACANCY LIST

During the recruitment period covered by this report, one full time vacancy occurred, and was filled by owner outreach efforts.

Job filled	Date	Source
General Manager	May 2018	Employee referral
Sales Manager	September 2018	Paid referral

IV. MASTER RECRUITMENT SOURCE LIST

Recruitment Source Number	Recruitment Source (RS) Contact Information	Interviewees Referred by RS Over Reporting Period
1	ME Alerts daily email to 10,000 people.	0
2	All Access.com	0
3	Job Fairs	0
4	Maine Job Bank	0
5	Employee Referrals	2
6	AirTalents.com	0

V. OUTREACH ACTIVITIES

Number	Initiative	Description of Outreach Initiative
1	General Outreach	Owner has been an active member of the Androscoggin County Chamber of Commerce, Norway-Paris Kiwanis Club, and the foundation of Central Maine Community College Board.
2	Training Programs	Employees meet weekly to discuss improving.
3	Mentoring	Owner accompanies sales people on many calls and conducts weekly training sessions. High school students do job shadowing
4	Events to educate opportunities in broadcasting management.	Sponsor a Job Fair at Central Maine Community College Spoke on careers at CMCC to 7th and 10th graders at two different times. Trade Show at Androscoggin Business-To-Business Trade Show: Various School Appearances

Gleason Media Sites
[Gleason Media Services](#)
LewistonAuburn.com