



1776 K STREET NW  
WASHINGTON, DC 20006  
PHONE 202.719.7000

www.wileyrein.com

**STAMP AND RETURN**

March 28, 2017

Kathryne Dickerson  
202.719.7279  
KDickerson@wileyrein.com

**BY HAND DELIVERY**

Lewis C. Pulley  
Assistant Division Chief, Policy Division  
Media Bureau/EEO Staff  
Federal Communications Commission  
445 12<sup>th</sup> Street SW  
Washington, DC 20554

**RECEIVED - FCC**

**MAR 28 2017**

**Federal Communications Commission  
Bureau / Office**

Re: Response to Broadcast EEO Audit Letter  
Bangor Communications, LLC  
WVII-TV, Bangor, ME  
Facility ID No. 3667

Dear Mr. Pulley:

On behalf of Bangor Communications, LLC, licensee of the above referenced broadcast station, the undersigned submits the enclosed response to your letter of February 8, 2017 concerning compliance with the Federal Communications Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Michael Palmer, General Manager of the licensee, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Sincerely,

Kathryne Dickerson

*Counsel to Bangor Communications, LLC*

cc: Michael Palmer

## **DECLARATION OF MICHAEL PALMER, GENERAL MANAGER**

I, Michael Palmer, hereby declare as follows:

1. I am General Manager for Bangor Communications, LLC, ("Bangor Communications") the licensee of Station WVII-TV, which is part of a station employment unit based in Bangor, ME and which includes WFVX-LD (the "SEU" or "Unit"). This Statement and relevant attachments are being submitted in response to the February 8, 2017 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the SEU's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.

The address of the stations' website is: <http://www.foxbangor.com>. A copy of the current report is included on or linked to on this website.

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions, including those filled during the period covered by the above EEO public file reports. However, pursuant to the EEO Audit Letter, only one such notice per position is included at Attachment B.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of two recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 41 full-time employees and all of our stations are located in a market with a population of less than 250,000. Accordingly, the SEU is required to perform at least two recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee affirms that it is not aware of any discrimination complaints filed against it or any of the stations in this SEU during the current license term.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that Bangor Communications has implemented internal policies and procedures to ensure compliance with its EEO obligations. These policies and procedures include engaging in broad recruitment for job vacancies and undertaking recruitment initiatives, as well as maintaining appropriate records. More specifically, each job vacancy is discussed at an internal meeting of department managers. The managers consider whether anyone should be promoted from within the company and, if so, how this will impact short term work flow. If the managers determine that an outside search is needed, a job description is drafted and sent to our Office Manager, who then ensures that it is widely disseminated. In addition, all employees are informed of our EEO policies via our employee manual.

This SEU's EEO compliance is handled by myself, Michael Palmer, General Manager, with assistance from appropriate SEU personnel, including our Office Manager. The SEU's compliance efforts include identifying Bangor Communication's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The SEU's program as a whole is analyzed for its effectiveness every fall, with the preparation of the annual EEO report. As part of this process, I meet with all department managers to assess their satisfaction with the pool of applicants they receive for each job. Department managers are welcome to suggest new Recruitment Sources or suggest that ineffective Sources be deleted from the list. These meetings also provide an opportunity to remind department managers of their EEO obligations and answer any questions they may have regarding those obligations.

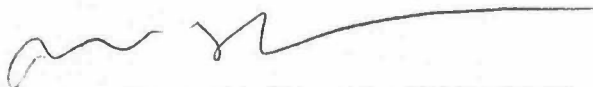
10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and reviews its policies, procedures, and hiring outcomes twice annually to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants. This SEU's employment practices are my ultimate responsibility, working in conjunction with outside counsel, when applicable.

Dated: March 28, 2017

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO  
DECLARATION OF MICHAEL PALMER, GENERAL MANAGER**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.

A handwritten signature in black ink, appearing to read 'Michael Palmer', written over a horizontal line.

Michael Palmer

## TAB A

**WVH-TV, WFVX-LD**  
**EEO PUBLIC FILE REPORT**  
December 1, 2015 – November 30, 2016<sup>1</sup>

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

| <b>Job Title</b>         | <b>Recruitment Sources (RS)<br/>Used to Fill Vacancy</b> | <b>RS<br/>Referring<br/>Hiree</b> |
|--------------------------|--|-----------------------------------|
| Administrative Assistant | 1, 5-11, 14, 15, 17, 19                                  | 17                                |
| Regional Salesperson     | 1, 2, 5-11, 14, 15, 17, 19                               | 17                                |
| Salesperson              | 1, 5, 7-11, 14, 15, 17, 19, 21                           | 17                                |
| Promotion Manager        | 1, 5-11, 14, 15, 17, 19                                  | 19                                |
| News Reporter            | 1, 2, 4, 5, 7-11, 14, 15, 17, 19                         | 2                                 |
| Assistant News Director  | 1, 2, 5, 7-11, 14, 15, 17, 19                            | 2                                 |
| News Anchor              | 1, 2, 4-11, 14, 15, 19                                   | 2                                 |
| New Reporter             | 1, 4, 5, 7-11, 14, 15, 17, 19, 21                        | 4                                 |
| News Anchor              | 1, 4, 5, 7-11, 14, 15, 19                                | 4                                 |

---

<sup>1</sup> This report was revised in March 2017 to address reporting issues.

**WVH-TV, WFXV-LD**  
**EEO PUBLIC FILE REPORT**  
December 1, 2015 – November 30, 2016

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by<br/>RS<br/>over<br/>12-month<br/>period</b> |
|----------------------|--|--|--|
| 1                    | Internal Posting   | N  | 5  |
| 2                    | Word of Mouth  | N  | 6  |
| 3                    | Bangor Daily News<br>Classified Department<br>491 Main St.<br>Bangor, ME 04401<br>207-990-8196   | N  | 0  |
| 4                    | TVJobs.com<br>Mark Holloway  | N  | 10   |
| 5                    | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N  | 9  |
| 6                    | Belfast Republican Journal<br>91 Camden Street<br>Rockland, ME 04841   | N  | 10   |
| 7                    | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N  | 0  |
| 8                    | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N  | 0  |
| 9                    | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N  | 0  |



| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 10        | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325    | N   | 0   |
| 11        | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N   | 0   |
| 12        | Greater Bangor National Organization of Women<br>Joanne Dauphinee<br>87 Sunset Strip<br>Brewer, ME 04412<br>207-989-3306 | N   | 0   |
| 13        | Sanford Brown College<br>Career Services<br>Christine Cleckner<br>1345 Mendotta Heights Rd.<br>Mendota Heights, MN 55120 | N   | 0   |
| 14        | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501                                      | N   | 0   |
| 15        | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)<br>531 South Brunswick St.<br>Old Town, ME 04468   | N   | 0   |
| 16        | Craigslist<br>www.craigslist.com   | N   | 0   |
| 17        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220   | N   | 20  |



| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by<br/>RS<br/>over<br/>12-month<br/>period</b> |
|--|---|--|--|
| 18   | Society of Broadcast Engineers<br>9102 N. Meridian St.<br>Suite 150<br>Indianapolis, IN 46260<br>www.sbe.org  | N  | 0  |
| 19   | Station Website   | N  | 7  |
| 20   | Maine Edge<br>1 Cumberland Place, Ste 204<br>Bangor, ME 04401   | N  | 0  |
| 21   | Unknown Referral Source (upon inquiring from<br>SEU, interviewee was unable to identify a referral<br>source) | N  | 2  |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |   |  | <b>69</b>  |

**WVII-TV, WFVX-LD**  
**EEO PUBLIC FILE REPORT**  
December 1, 2015 – November 30, 2016

**III. RECRUITMENT INITIATIVES**

|   | TYPE OF RECRUITMENT INITIATIVE<br>(MENU SELECTION)  | BRIEF DESCRIPTION OF ACTIVITY  |
|---|---|--|
| 1 | Internship Program                                  | During the reporting period, WVII and WFVX hosted two interns from Husson University/New England School of Communications who worked in our sports department from March 2016 through May 2016. The students' responsibilities included shooting and editing video and writing stories. The interns were supervised by members of our sports department staff.   |
| 2 | Establish a mentoring program for station personnel | Our SEU has a long track record of training entry level employees so they may gain experience and can later be promoted to positions of greater responsibility. For instance, all clerical staff are always trained to work as sales assistants and are also trained to work in traffic. Likewise, our traffic person is always given training in basics of accounting in order for them to be promoted to office manager. Entry-level production assistants who show promise are trained to be promoted to work the audio board, which is a supervisory position. Audio technicians are trained to become directors of newscasts, supervising all on-duty production staff. All three of our current directors have advanced through this training program. Finally, all news reporters are given training so they may become news anchors. |

**WVII-TV, WFVX-LD**  
**EEO Public File Report Form**  
December 1, 2014 – November 30, 2015<sup>1</sup>

**I. VACANCY LIST**

*See Master Recruitment Source List (MRSL) for recruitment source data*

| <b>JOB TITLE</b>         | <b>RECRITMENT SOURCES (RS)<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--------------------------|---|-------------------------------|
| Account Executive        | 1, 5-11, 13-15, 17, 19                                  | 17                            |
| Account Executive        | 1, 2, 5, 7-11, 13-15, 17, 19                            | 2                             |
| Administrative Assistant | 1, 2, 5-11, 13-15, 17, 19, 21                           | 21                            |
| Sports Reporter          | 1, 2, 4, 5, 7-11, 13-15, 17, 19                         | 4                             |
| Sports Reporter          | 1, 2, 4, 5, 7-11, 13-15, 17, 19, 21                     | 4                             |
| Morning News Director    | 1, 5-10, 13-15, 17, 19                                  | 1                             |
| Morning News Director    | 1, 2, 4-10, 13-15, 17, 19                               | 1                             |
| Evening News Producer    | 1, 5, 7-10, 13-15, 17, 19                               | 1                             |
| Reporter / Photographer  | 1, 4, 5, 7-11, 13-15, 17, 19                            | 4                             |
| Reporter/Anchor          | 1, 2, 4, 5, 7-11, 13-15, 17, 19                         | 2                             |
| Reporter / Photographer  | 1, 4, 5, 7-11, 13-15, 17, 19                            | 19                            |
| Promotion Manager        | 1, 2, 5-11, 13-15, 17, 19                               | 2                             |
| Morning News Anchor      | 1, 4, 5, 7-11, 13-15, 17, 19                            | 4                             |

---

<sup>1</sup> This Report was revised in March 2017 to address reporting issues.

**WVII-TV, WFVX-LD**  
**EEO Public File Report Form**  
December 1, 2014 – November 30, 2015

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

| <b>RS#</b> | <b>RS Information</b>  | <b>Source Entitled to<br/>Vacancy<br/>Notification?</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over 12-Month<br/>Period</b> |
|------------|--|---|--|
| 1          | Internal Posting   | N   | 6  |
| 2          | Employee Referral  | N   | 6  |
| 3          | Bangor Daily News<br>Classified Department<br>491 Main St.<br>Bangor, ME 04401<br>207-990-8196   | N   | 0  |
| 4          | TVJobs.com<br>Mark Holloway  | N   | 10   |
| 5          | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N   | 9  |
| 6          | Ellsworth American<br>Classified Department<br>PO Box 509<br>Ellsworth, ME 04605<br>207-667-2576                                       | N   | 27   |
| 7          | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N   | 0  |
| 8          | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N   | 0  |
| 9          | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N   | 0  |
| 10         | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N   | 0  |

|                           |   |   |           |
|---------------------------|---|---|-----------|
| 11                        | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591   | N | 0         |
| 12                        | Greater Bangor National Organization of Women<br>Joanne Dauphinee<br>87 Sunset Strip<br>Brewer, ME 04412<br>207-989-3306  | N | 0         |
| 13                        | Sanford Brown College<br>Career Services<br>Christine Cleckner<br>1345 Mendotta Heights Rd.<br>Mendota Heights, MN 55120  | N | 0         |
| 14                        | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501                                       | N | 0         |
| 15                        | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights<br>Coalition)<br>531 South Brunswick St.<br>Old Town, ME 04468 | N | 0         |
| 16                        | Craigslist<br>www.craigslist.com  | N | 0         |
| 17                        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220  | N | 13        |
| 18                        | Society of Broadcast Engineers<br>9102 N. Meridian St.<br>Suite 150<br>Indianapolis, IN 46260<br>www.sbe.org              | N | 0         |
| 19                        | Station Website   | N | 5         |
| 20                        | Maine Edge<br>1 Cumberland Place, #204<br>Bangor, ME 04401  | N | 0         |
| 21                        | Unknown Referral Source (upon inquiring from<br>SEU, interviewee was unable to identify a referral<br>source)             | N | 2         |
| 22                        | Employment One<br>444 Stillwater Ave<br>Bangor, ME 04401  | N | 0         |
| <b>TOTAL INTERVIEWEES</b> |   |   | <b>78</b> |

**WVII-TV, WFVX-LD**  
**EEO Public File Report Form**  
December 1, 2014 – November 30, 2015

**III. RECRUITMENT INITIATIVES**

|   | <b>TYPE OF RECRUITMENT<br/>INITIATIVE<br/>(MENU SELECTION)</b> | <b>BRIEF DESCRIPTION OF ACTIVITY</b>  |
|---|--|---|
| 1 | Internship Program (2)   | <p>Our SEU hosted two interns during the reporting period.</p> <p>Intern 1 – A student from Husson University interned with us from September 2015 until February 2016 and received credit towards graduation. The student's responsibilities included helping out in the newsroom by handling phone calls, setting up interviews, and going on a live action shot.</p> <p>Intern 2 – A student from Smith College interned with us from 6/15/15 until 9/2/15 and received credit toward graduation. The student's responsibilities included helping out in production by editing, running the teleprompter, and filming.</p> <p>The interns were supervised by newsroom and production staff.</p>  |
| 2 | Establish a mentoring program for station personnel            | <p>Our SEU has a long track record of training entry level employees so they may gain experience and can later be promoted to positions of greater responsibility. For instance, all clerical staff are always trained to work as sales assistants and are also trained to work in traffic. Likewise, our traffic person is always given training in basics of accounting in order for them to be promoted to office manager. Entry-level production assistants who show promise are trained to be promoted to work the audio board, which is a supervisory position. Audio technicians are trained to become directors of newscasts, supervising all on-duty production staff. All three of our current directors have advanced through this training program. Finally, all news reporters are given training so they may become news anchors.</p> |

## **TAB B**



**WVH-TV, WFVX-LD  
VACANCY DATA FORM**

|   |   |
|---|---|
| <b>Full-Time Job Title:</b> Administrative Assistant                  | <b>Date Filled:</b> 10/24/16            |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Jobs in ME (RS #17) | <b>Total Number of Interviewees:</b> 10 |

| <b>RS#</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification?</b> | <b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b> |
|------------|--|---|--|
| 1          | Internal Posting   | N   | 0  |
| 5          | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N   | 2  |
| 6          | Belfast Republican Journal<br>91 Camden Street<br>Rockland, ME 04841   | N   | 3  |
| 7          | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N   | 0  |
| 8          | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N   | 0  |
| 9          | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N   | 0  |
| 10         | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N   | 0  |
| 11         | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N   | 0  |
| 14         | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501  | N   | 0  |
| 15         | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)  | N   | 0  |

|                           |  |   |    |
|---------------------------|--|---|----|
|                           | 531 South Brunswick St.<br>Old Town, ME 04468                    |   |    |
| 17                        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220 | N | 5  |
| 19                        | Station Website  | N | 0  |
| <b>TOTAL INTERVIEWEES</b> |  |   | 10 |

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhinelander, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.



371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

## **Job Opening**

### **Administrative Assistant-Bangor**

Administrative Assistant Ideal Candidate must be able to multi-task, be a problem solver with initiative and have strong communication skills. Experience in an office setting is preferred but we will train the right person. Duties include but not limited to: answering phones, filing, data entry and various light computer work. Must have HS diploma, have a valid driver's license and experience with data entry. Send resume and cover letter to **Melissa Moran, 371 Target Industrial Circle, Bangor, Maine 04401** or [Mmoran@wvii.com](mailto:Mmoran@wvii.com).

**Requirements:** Must have a valid driver's license and data entry experience.

**Benefits:** Health, Dental, Vision, and 401k.

**Education:** Must have at least a High School Diploma.

**Pay:** Full Time \$11.00/hour

**Subject:** Classified ad - October 2016

**From:** LeeAnn Gauthier <lgauthier@courierpublicationsllc.com>

**Date:** 2/15/2017 12:09 PM

**To:** "mmoran@wvii.com" <mmoran@wvii.com>

WVII TV: has a number of openings: Salesperson, Promotion Manager, and Morning News Anchor each based in Bangor, as well as a Salesperson based in Portland. Interested parties should apply to mikep@wvii.com or email for further details.

Thank you

*Lee Ann Gauthier  
Accounts Receivable  
Courier Publications, LLC  
VillageSoup  
91 Camden St., Ste 403  
Rockland, ME 04841  
207-594-4407 x102  
Fax 207-594-1679  
lgauthier@courierpublicationsllc.com  
knox.villagesoup.com  
waldo.villagesoup.com*



[Browse Career Advice Articles](#)

[Hiring Now? Try Our 14 Day QuickPost](#)

What: job title, keywords, or company

Where: city, state, or zip



## Experienced Administrative Assistant

WVII/WFVX | Bangor, ME

**Apply Now**

*To apply to this job: click APPLY to submit your resume to this employer.*

### Description

Experienced Administrative Assistant Ideal Candidate must multi-task, be a problem solver with initiative and have strong communication skills. Experience in an office setting is preferred but we will train the right person. Duties including but not limited to: answering phones, filing, data entry and various light computer work. Must have HS Diploma, have a valid driver's license and experience with data entry. Send resume and cover letter to Business Office, 371 Target Industrial Circle, Bangor, Maine 04401.

### Benefits

Health Insurance and 401(k)

**Posted On:** 09/25/16

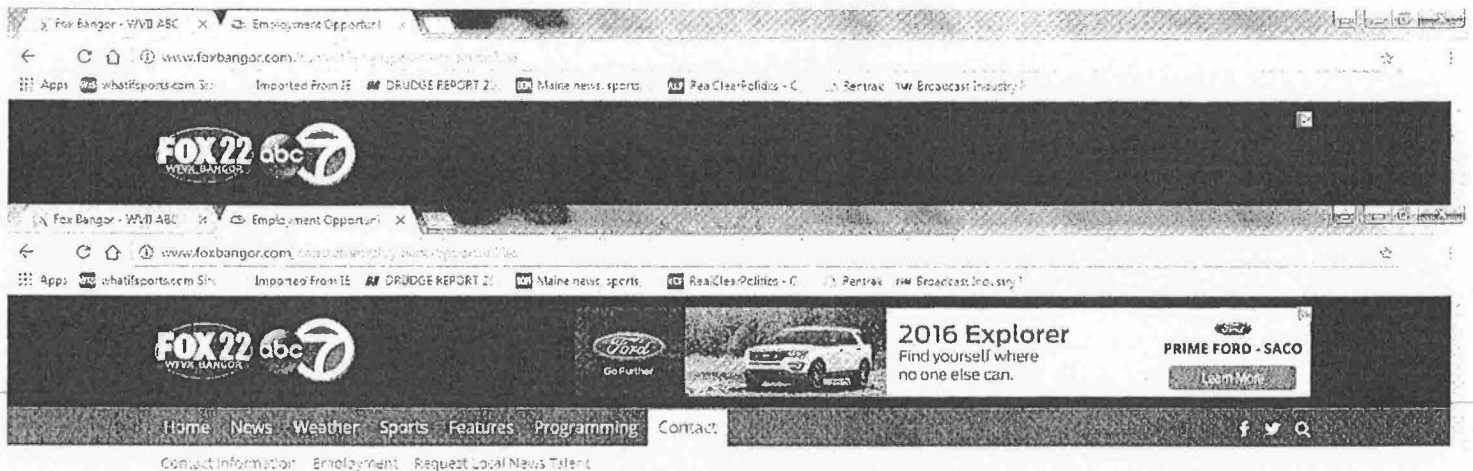
**Telecommute:** No

**Categories:** Admin - Clerical

**Job Type:** Regular

**Job Status:** Full Time

**Pay Type:** Hourly Wage



## Employment Opportunities Administrative Assistant

Administrative Assistant - Ideal Candidate must be able to Multi-task, be a problem solver with initiative and have strong communication skills. Experience in an office setting is preferred but we will train the right person. Duties include but not limited to: answering phones, filing, data entry and various computer work. Must have HS diploma, have a valid driver's license and experience with data entry. Send resume and cover letter to **Melissa Moran, 371 target industrial Circle, Bangor, Maine 04401** or [mmoran@wvii.com](mailto:mmoran@wvii.com).

**Requirements:** Must have valid driver's license and data entry experience.

**Benefits:** Health, Dental Vision and 401k





## FOR INTERNAL BUSINESS RECORDS ONLY

**WVIL-TV, WFVX-LD  
VACANCY DATA FORM**

|   |   |
|---|---|
| <b>Full-Time Job Title:</b> Regional Salesperson                      | <b>Date Filled:</b> 10/31/16            |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Jobs in ME (RS #17) | <b>Total Number of Interviewees:</b> 12 |

| RS# | RS Information   | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 1   | Internal Posting   | N  | 0   |
| 2   | Word of Mouth  | N  | 3   |
| 5   | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N  | 0   |
| 6   | Belfast Republican Journal<br>91 Camden Street<br>Rockland, ME 04841   | N  | 3   |
| 7   | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N  | 0   |
| 8   | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N  | 0   |
| 9   | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N  | 0   |
| 10  | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N  | 0   |
| 11  | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N  | 0   |
| 14  | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501  | N  | 0   |

|                           |  |   |    |
|---------------------------|--|---|----|
| 15                        | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)<br>531 South Brunswick St.<br>Old Town, ME 04468 | N | 0  |
| 17                        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220   | N | 6  |
| 19                        | Station Website  | N | 0  |
| <b>TOTAL INTERVIEWEES</b> |  |   | 12 |

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhineland, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.

---

WVII-TV Bangor Communications, LLC



371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

**9/25/2016**

## **Job Opening**

### **Salesperson**

We have a long time employee set to retire and need to replace her. Although my television stations are located in Bangor, Maine, I need someone to live in or around Portland, Maine, and sell advertising to ad agencies and a selection of other ad agencies outside the state of Maine. You will work out of your home, visiting in person, the Portland area ad agencies as needed. The successful candidate will be fully proficient in process of selling advertising to agencies and have full knowledge of television ratings and methods of presenting them. You will be paid 9% of the net, the same as our current employee, healthcare, vacation, etc. Email or call me now

Mike Palmer  
945-6457 ext 3101  
mikep@wvli.com

**Subject:** Classified ad - October 2016

**From:** LeeAnn Gauthier <lgauthier@courierpublicationsllc.com>

**Date:** 2/15/2017 12:09 PM

**To:** "mmoran@wvii.com" <mmoran@wvii.com>

WVII TV: has a number of openings, Salesperson, Promotion Manager, and Morning News Anchor each based in Bangor, as well as a Salesperson based in Portland. Interested parties should apply to mikep@wvii.com or email for further details.

Thank you

*Lee Ann Gauthier  
Accounts Receivable  
Courier Publications, LLC  
VillageSoup  
91 Camden St., Ste 403  
Rockland, ME 04841  
207-594-4407 x102  
Fax 207-594-1679  
lgauthier@courierpublicationsllc.com  
knox.villagesoup.com  
waldo.villagesoup.com*



[Browse Career Advice Articles](#)

[Hiring Now? Try Our 14 Day QuickPost](#)

What: job title, keywords, or company

Where: city, state, or zip



## Regional Account Manager

WVII & WFXV Television | Portland, ME

**Apply Now**

*To apply to this job: click APPLY to submit your resume to this employer.*

### Description

I have a long time employee set to retire and need to replace her. Although my television stations are located in Bangor, Maine, I need someone to live in or around Portland, Maine, and sell advertising to ad agencies and a selection of other ad agencies outside the state of Maine. You will work out of your home, visiting in person, the Portland area ad agencies as needed. The successful candidate will be fully proficient in process of selling advertising to agencies and have full knowledge of television ratings and and methods of presenting them. You will be paid 9% of the net, the same as our current employee, healthcare, vacation, etc. Email me now

### Requirements

Valid Drivers license without restrictions.

### Benefits

standard health care, etc.

### Location

You will work out of your home in or near Portland, Maine

**Posted On:** 09/25/16

**Telecommute:** No

**Categories:** Marketing

**Job Type:** Regular

**Job Status:** Full Time

**Pay Type:** Commission Only

**Salary:** \$55,000 - \$60,000

**Similar Jobs:** Within 25 miles of 04101, Marketing

**Apply Now**

*To apply to this job: click APPLY to submit your resume to this employer.*

## Forward This Job to a Friend

Enter Your Email:\*

mikep@wvii.com

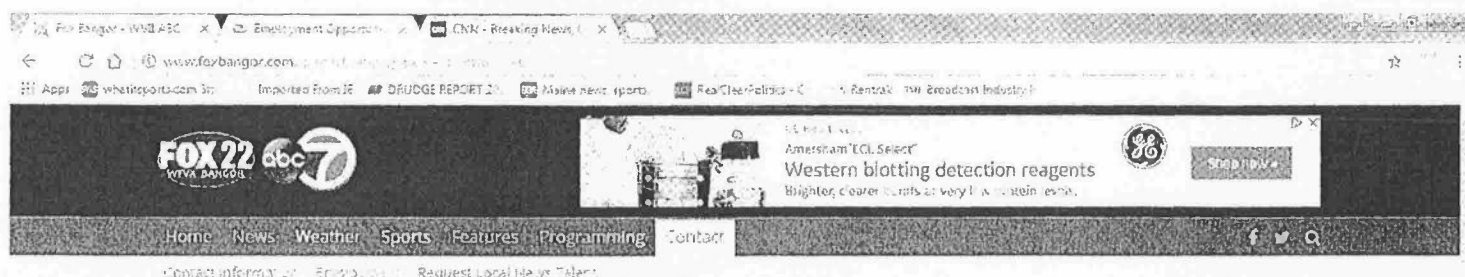
Enter Your Name:\*

Michael Palmer

Enter Your Friend's Email:\*

**Send**





## Employment Opportunities Portland Based Salesperson

We have a long time employee set to retire and need to replace her. Although my television stations are located in Bangor, Maine, I need someone to live in or around Portland, Maine, and sell advertising to ad agencies and a selection of other ad agencies outside the state of Maine. You will work out of your home, visiting in person, the Portland area ad agencies as needed. The successful candidate will be fully proficient in process of selling advertising to agencies and have full knowledge of television ratings and methods of presenting them. You will be paid 5% of the net, the same as our current employee, healthcare, vacation, etc.

Email me now: [mikep@wvl.com](mailto:mikep@wvl.com)

Local News



Sign up to post cancellations



View Tournament Results and Video Highlights



Available on the  
App Store

ANDROID APP ON  
Google play



**WVH-TV, WFVX-LD  
VACANCY DATA FORM**

|   |  |
|---|--|
| <b>Full-Time Job Title:</b> Salesperson                               | <b>Date Filled:</b> 10/19/16           |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Jobs in ME (RS #17) | <b>Total Number of Interviewees:</b> 8 |

| RS# | RS Information   | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 1   | Internal Posting   | N  | 0   |
| 5   | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N  | 0   |
| 7   | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N  | 0   |
| 8   | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N  | 0   |
| 9   | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N  | 0   |
| 10  | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N  | 0   |
| 11  | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N  | 0   |
| 14  | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501  | N  | 0   |
| 15  | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)<br>531 South Brunswick St.<br>Old Town, ME 04468                 | N  | 0   |
| 17  | Jobs in ME   | N  | 5   |

|                           |   |   |          |
|---------------------------|---|---|----------|
|                           | Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220  |   |          |
| 19                        | Station Website   | N | 2        |
| 21                        | Unknown Referral Source (upon inquiring from SEU, interviewee was unable to identify a referral source) | N | 1        |
| <b>TOTAL INTERVIEWEES</b> |   |   | <b>8</b> |

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhinelander, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.



371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

**9/25/2016**

## **Job Opening**

### **Salesperson**

We will create a new position if I can find the right, cheerful, outgoing person. I need someone who is not afraid to talk to strangers and has the ability to persuade them to buy television advertising. You will be rewarded for your success.

\$32,000 - \$40,000 a year to start

1. Do you enjoy working with and meeting new people?
2. Are you seeking Full Time job security?
3. Would you like to be a part of a team that enjoys what they do each day?
4. Would you like to be paid based on your performance and not workplace politics?

Then come join our professional sales and service team and be a part of a growing company with plenty of opportunity. We are seeking individuals who can be proficient in both sales and problem solving and who want to be a part of a team who enjoys what they are doing each day. Don't overlook this great opportunity to work for a growing multi-million dollar small business! Email or call me now

Mike Palmer  
945-6457 ext 3101  
mikep@wvii.com

## **WVH (ABC 7 Television) (\$32,000-\$40,000) Bangor**

WVH | Bangor, ME

[Apply Now](#)

*To apply to this job: click APPLY to submit your resume to this employer.*

### **Description**

ABC 7 & FOX 22 Television (\$32,000-\$40,000 per year) - Bangor

I will create a new position if I can find the right, cheerful, outgoing person. I need someone who is not afraid to talk to strangers and has the ability to persuade them to buy television advertising. You will be rewarded for your success.

\$32,000 - \$40,000 a year to start

1. Do you enjoy working with and meeting new people?
2. Are you seeking Full Time job security?
3. Would you like to be a part of a team that enjoys what they do each day?
4. Would you like to be paid based on your performance and not workplace politics?

Then come join our professional sales and service team and be a part of a growing company with plenty of opportunity. We are seeking individuals who can be proficient in both sales and problem solving and who want to be a part of a team who enjoys what they are doing each day. Don't overlook this great opportunity to work for a growing multi-million dollar small business!

[Apply](#)

[Forward](#)

## Benefits

Health care and gas allowance

**Posted On:** 09/25/16

**Telecommute:** No

**Categories:** Marketing, Sales

**Job Type:** Regular

**Job Status:** Full Time

**Pay Type:** Salary Plus Commission

**Salary:** \$35,000 - \$40,000

**Similar Jobs:** Within 25 miles of 04401, Marketing, Sales

[Apply Now](#)

*To apply to this job: click **APPLY** to submit your resume to this employer.*

## Forward This Job to a Friend

Enter Your Email:\*

mikep@wvii.com

Enter Your Name:\*

Michael Palmer

Enter Your Friend's Email:\*

[Send](#)

© 2017 JobsinTheUS.com - All rights reserved.

[Apply](#)

[About this](#)

[Forward](#)





## Employment Opportunities

### Salesperson

We will create a new position if I can find the right, cheerful, outgoing person. I need someone who is not afraid to talk to strangers and has the ability to persuade them to buy television advertising. You will be rewarded for your success.

\$32,000 - \$40,000 a year to start

1. Do you enjoy working with and meeting new people?
2. Are you seeking Full Time job security?
3. Would you like to be a part of a team that enjoys what they do each day?
4. Would you like to be paid based on your performance and not workplace politics?

Then come join our professional sales and service team and be a part of a growing company with plenty of opportunity. We are seeking individuals who can be proficient in both sales and problem solving and who want to be a part of a team who enjoys what they are doing each day. Don't overlook this great opportunity to work for a growing multi-million dollar small business! Email or call me now

Mike Palmer

943-6457 ext 3101



**WVH-TV, WFX-LD**  
**VACANCY DATA FORM**

|  |  |
|--|--|
| <b>Full-Time Job Title:</b> Promotion Manager                              | <b>Date Filled:</b> 10/17/16           |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Station Website (RS #19) | <b>Total Number of Interviewees:</b> 9 |

| <b>RS#</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification?</b> | <b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b> |
|------------|--|---|--|
| 1          | Internal Posting   | N   | 3  |
| 5          | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N   | 3  |
| 6          | Belfast Republican Journal<br>91 Camden Street<br>Rockland, ME 04841   | N   | 2  |
| 7          | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N   | 0  |
| 8          | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N   | 0  |
| 9          | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N   | 0  |
| 10         | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N   | 0  |
| 11         | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N   | 0  |
| 14         | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhinelander, WI 54501  | N   | 0  |
| 15         | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)  | N   | 0  |

|                           |  |   |   |
|---------------------------|--|---|---|
|                           | 531 South Brunswick St.<br>Old Town, ME 04468                    |   |   |
| 17                        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220 | N | 0 |
| 19                        | Station Website  | N | 1 |
| <b>TOTAL INTERVIEWEES</b> |  |   | 9 |

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhinelander, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.

---

WVH-TV Bangor Communications, LLC



371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

**9/26/2016**

## **Job Opening**

### **Promotion Manager**

ABC 7 and FOX 22 Television in Bangor, Maine is hiring a promotion manager. The successful applicant will create on air television announcements promoting various television programs. You will have your own office and work especially closely with our news team, promoting the daily news. You will be a contributing member of our management team, attending a weekly meeting. The successful applicant must have a broadcast quality voice and experience in editing video. If you are a self starter and want to see your work on television, reach out to me now, as I am hiring immediately. \$28-\$32,000 with benefits.

Email or call me now

Jayson Maker  
945-6457 ext 3107  
[jmaker@wvii.com](mailto:jmaker@wvii.com)

**Subject:** Classified ad - October 2016

**From:** LeeAnn Gauthier <lgauthier@courierpublicationsllc.com>

**Date:** 2/15/2017 12:09 PM

**To:** "mmoran@wvii.com" <mmoran@wvii.com>

WVII TV: has a number of openings; Salesperson, Promotion Manager, and Morning News Anchor each based in Bangor, as well as a Salesperson based in Portland. Interested parties should apply to mikep@wvii.com or email for further details.

Thank you

*Lee Ann Gauthier  
Accounts Receivable  
Courier Publications, LLC  
VillageSoup  
91 Camden St., Ste 403  
Rockland, ME 04841  
207-594-4407 x102  
Fax 207-594-1679  
lgauthier@courierpublicationsllc.com  
knox.villagesoup.com  
waldo.villagesoup.com*

[Browse Career Advice Articles](#)[Hiring Now? Try Our 14 Day QuickPost](#)

What: job title, keywords, or company

Where: city, state, or zip



## Promotion Manager

WVII/WFVX TV | Bangor, ME

**Apply Now**

*To apply to this job: click APPLY to submit your resume to this employer.*

ABC 7 and FOX 22 Television in Bangor, Maine is hiring a promotion manager. The successful applicant will create on air television announcements promoting various television programs. You will have your own office and work especially closely with our news team, promoting the daily news. You will be a contributing member of our management team, attending a weekly meeting. The successful applicant must have a broadcast quality voice and experience in editing video. If you are a self starter and want to see your work on television, reach out to me now, as I am hiring immediately. \$28-\$32,000 with benefits.

**Posted On:** 09/26/16**Telecommute:** No**Categories:** Marketing, Media - Arts - Entertainment**Job Type:** Regular**Job Status:** Full Time**Travel:** No Traveling**Pay Type:** Annual Salary**Similar Jobs:** Marketing, Media - Arts - Entertainment



## Employment Opportunities

### Promotion Manager

ABC 7 and FOX 22 Television in Bangor, Maine is hiring a promotion manager. The successful applicant will create on air television announcements promoting various television programs. You will have your own office and work especially closely with our news team, promoting the daily news. You will be a contributing member of our management team, attending a weekly meeting. The successful applicant must have a broadcast quality voice and experience in editing video. If you are a self starter and want to see your work on television, reach out to me now, as I am hiring immediately. \$25-\$32,000 with benefits.

Email or call me now

Jayson Maker

545-5457 ext 3107

jmaker@wvl.com





**WVH-TV, WFXV-LD  
VACANCY DATA FORM**

|   |  |
|---|--|
| <b>Full-Time Job Title:</b> News Reporter                               | <b>Date Filled:</b> 3/17/16            |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Word of Mouth (RS #2) | <b>Total Number of Interviewees:</b> 8 |

| RS# | RS Information   | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 1   | Internal Posting   | N  | 1   |
| 2   | Word of Mouth  | N  | 1   |
| 4   | TVJobs.com<br>Mark Holloway  | N  | 3   |
| 5   | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N  | 2   |
| 7   | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N  | 0   |
| 8   | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N  | 0   |
| 9   | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N  | 0   |
| 10  | Penobscot Indian Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                   | N  | 0   |
| 11  | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N  | 0   |
| 14  | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhinelander, WI 54501  | N  | 0   |
| 15  | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)  | N  | 0   |

|                           |  |   |   |
|---------------------------|--|---|---|
|                           | 531 South Brunswick St.<br>Old Town, ME 04468                    |   |   |
| 17                        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220 | N | 0 |
| 19                        | Station Website  | N | 1 |
| <b>TOTAL INTERVIEWEES</b> |  |   | 8 |

## Job Listing Preview



Broadcast Employment Services

### WVH (ABC) / WFVX (FOX) Bangor, Maine

**Position** 2 Reporters  
**Station Ownership** Rockfleet Broadcasting  
**Station Slogan** "Your Bangor News"  
**Reference #** Will be assigned when submission is completed ...  
**Type** Television  
**Full / Part** Full Time - Regular - 40 Hours Per Week  
**Experience** 0 to 10 Years  
**Posted** 2/18/2016  
**Closes** 3/18/2016  
**Time Left** 29 Days  
**DMA** #156  
**Found In** Reporter



### 2 Reporters

WVH and WFVX currently have openings for two general assignment reporters. Please send resumes and a link to your reel to ccolson@wvi.com. We can also be contacted at 371 Target Industrial Circle, Bangor, Me, 04401

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2016



Annual E-Resume subscription



### Supplemental Information

**Salary Type** Salaried  
**Salary Range** \$23,000 to \$24,000  
**Starting Salary / Year** \$23,000  
**Starting Salary / Hour**  
**Job Type** Full Time - Regular  
**Hours**  
**Workweek**  
**Scheduled on Holidays** Strong Possibility  
**Start Date** Immediately  
**Probation Period**  
**Benefits** Yes - Full Time Only  
**Benefit Premium**  
**401K Plan** Available  
**Vacation** Yes  
**Paid Sick Leave** Yes  
**Phone Calls** No Phone Calls Please  
**Agent Phone Calls** No  
**Résumé**  
**Cover Letter**  
**References**  
**Salary History**  
**Tape / Reel**  
**Tape Format**  
**Tape Return**

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhineland, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.

---

**WVH-TV Bangor Communications, LLC**



**February 18, 2016**

371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

## **Job Opening**

### **News Reporters**

Bangor's fastest growing news department has two openings for a General Assignment Reporter. Bangor is a very competitive market and is a great place to break into the business. We are looking for someone who is hungry to dig up news and be part of our hard working team. You will report the news, shoot video, present live shots, edit your stories and will get some time on the anchor desk. Please send resumes and links to your reel to News Director, Craig Colson at [ccolson@wvii.com](mailto:ccolson@wvii.com) or mail them to 371 Target Industrial Circle, Bangor, Maine 04401.

# Jobs ME

---

## News Reporters

WWII/WFVX TV I Bangor, ME

[Apply Now](#)

*To apply to this job: click APPLY to submit your resume to this employer.*

### Description

Bangor's fastest growing news department has two openings for a General Assignment Reporter. Bangor is a very competitive market and is a great place to break into the business. We are looking for someone who is hungry to dig up news and be part of our hard working team. You will report the news, shoot video, present live shots, edit your stories and will get some time on the anchor desk. Please send resumes and links to your reel to News Director, Craig Colson at ccolson@wwii.com or mail them to 371 Target Industrial Circle, Bangor, Maine 04401

### Benefits

Health Care

---

**Posted On:** 02/19/16

**Telecommute:** No

**Categories:** Media - Arts - Entertainment

**Job Type:** Regular

**Job Status:** Full Time

**Pay Type:** Annual Salary

**Salary:** \$20,000 - \$25,000

**Similar Jobs:** Within 25 miles of 04401, Media - Arts - Entertainment

[Apply Now](#)



## Employment Opportunities News Reporters

Bangor's fastest growing news department has two openings for a General Assignment Reporter. Bangor is a very competitive market and is a great place to break into the business. We are looking for someone who is hungry to dig up news and be part of our hard working team. You will report the news, shoot video, present live shots, edit your stories and will get some time on the anchor desk.

Please send resumes and links to your reel to News Director, Craig Colson at [ccolson@wvlw.com](mailto:ccolson@wvlw.com) or mail them to 371 Target Industrial Circle, Bangor, Maine 04401

Local News



Sign up to post cancellations



View Tournament Results and Video Highlights



## FOR INTERNAL BUSINESS RECORDS ONLY

**WVIL-TV, WFVX-LD  
VACANCY DATA FORM**

|   |  |
|---|--|
| <b>Full-Time Job Title:</b> Assistant News Director                     | <b>Date Filled:</b> 2/29/16            |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Word of Mouth (RS #2) | <b>Total Number of Interviewees:</b> 6 |

| RS# | RS Information   | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 1   | Internal Posting   | N  | 1   |
| 2   | Word of Mouth  | N  | 1   |
| 5   | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N  | 0   |
| 7   | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N  | 0   |
| 8   | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N  | 0   |
| 9   | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N  | 0   |
| 10  | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N  | 0   |
| 11  | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N  | 0   |
| 14  | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501  | N  | 0   |
| 15  | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)<br>531 South Brunswick St.<br>Old Town, ME 04468                 | N  | 0   |



|                    |  |   |   |
|--------------------|--|---|---|
| 17                 | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220 | N | 4 |
| 19                 | Station Website  | N | 0 |
| TOTAL INTERVIEWEES |  |   | 6 |

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhinelander, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.

---

WVH-TV Bangor Communications, LLC



371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

**1/14/2016**

## **Job Opening**

### **Asst. News Director**

WVH and WFVX has an opening for an assistant news director. We're looking for an experienced leader who can teach, train and motivate our news team to uncover the stories no one else has. While this is not primarily on an air position, some live broadcasting may be required. The successful applicant will have a wide variety of talents, including writing, editing, researching and shooting video. A valid drivers license is required.

Please express your interest to News Director Craig Colson at [CCOLSON@WVH.COM](mailto:CCOLSON@WVH.COM). Resumes can also be sent to 371 Target Industrial Circle, Bangor, Maine, 04401

## Assistant New Director

WWII/WFVX TV | Bangor, ME

[Apply Now](#)

*To apply to this job: click APPLY to submit your resume to this employer.*

### Description

WWII and WFVX has an opening for an assistant news director. We're looking for an experienced leader who can teach, train and motivate our news team to uncover the stories no one else has. While this is not primarily on an air position, some live broadcasting may be required. The successful applicant will have a wide variety of talents, including writing, editing, researching and shooting video. A valid drivers license is required.

Please express your interest to News Director Craig Colson at [CCOLSON@WWII.COM](mailto:CCOLSON@WWII.COM). Resumes can also be sent to 371 Target Industrial Circle, Bangor, Maine, 04401

### Benefits

Health Care

---

**Posted On:** 1/12/16

**Telecommute:** No

**Categories:** Media - Arts - Entertainment

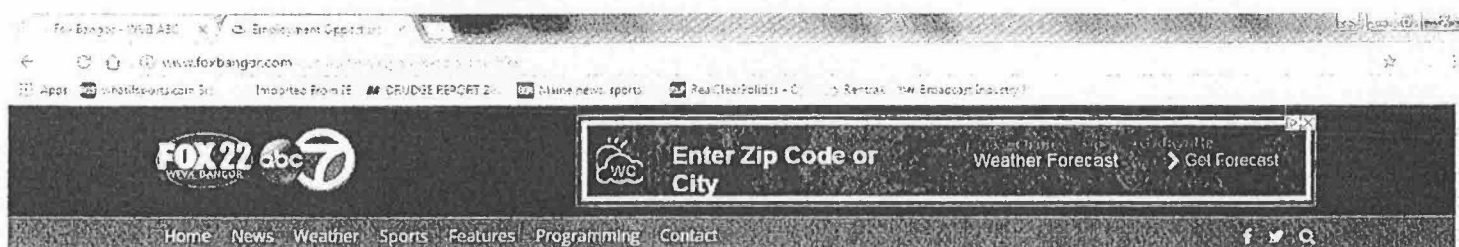
**Job Type:** Regular

**Job Status:** Full Time

**Pay Type:** Annual Salary

**Salary:** \$40,000 - \$45,000

**Similar Jobs:** Within 25 miles of 04401, Media - Arts - Entertainment



## Employment Opportunities

### Assistant News Director

WVIL and WPX has an opening for an assistant news director. We're looking for an experienced leader who can teach, train and motivate our news team to uncover the stories no one else has. While this is not primarily an on air position, some live broadcasting may be required. The successful applicant will have a wide variety of talents, including writing, editing, researching and shooting video. A valid drivers license is required.

Please express your interest to News Director Craig Colson at [CCOLSON@WVIL.COM](mailto:CCOLSON@WVIL.COM). Resumes can also be sent to 371 Target Industrial Circle, Bangor, Maine, 04401

Local News



**WVH-TV, WFSX-LD  
VACANCY DATA FORM**

|   |  |
|---|--|
| <b>Full-Time Job Title:</b> News Anchor                                 | <b>Date Filled:</b> 11/8/16            |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Word of Mouth (RS #2) | <b>Total Number of Interviewees:</b> 6 |

| <b>RS#</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification?</b> | <b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b> |
|------------|--|---|--|
| 1          | Internal Posting   | N   | 0  |
| 2          | Word of Mouth  | N   | 1  |
| 4          | TVJobs.com<br>Mark Holloway  | N   | 2  |
| 5          | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N   | 0  |
| 6          | Belfast Republican Journal<br>91 Camden Street<br>Rockland, ME 04841   | N   | 2  |
| 7          | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N   | 0  |
| 8          | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N   | 0  |
| 9          | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N   | 0  |
| 10         | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N   | 0  |
| 11         | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N   | 0  |
| 14         | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.   | N   | 0  |

|                           |  |   |          |
|---------------------------|--|---|----------|
|                           | Rhineland, WI 54501  |   |          |
| 15                        | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)<br>531 South Brunswick St.<br>Old Town, ME 04468 | N | 0        |
| 19                        | Station Website  | N | 1        |
| <b>TOTAL INTERVIEWEES</b> |  |   | <b>6</b> |

2/15/2017

TVJobs.com - Morning Anchor position posted - ccolson@wvii.com - FOX Bangor/ABC 7 Mail

**JOB POSTING NOTIFICATION FROM TVJOBS**

Craig Colson,

The "Morning Anchor" position for WVII was just posted in the Job Center and is now available on-line ...

Station : WVII  
Position : Morning Anchor  
Category : News / Talent - Anchors  
Database : Television  
Job ID : TVJ#34299305  
Posted : 10/14/2016  
Expires : 11/14/2016  
Status : Non-Registered Employer - New Job Listing  
Ad Text :

**Morning Anchor**

WVII and WFVX will soon have an opening for a morning anchor. We're looking for a real morning person who can help energize our viewers. Along with anchoring our morning program on our ABC and FOX affiliate, you'll also help gather news, perform live shots and shoot and edit reports. This would be the perfect position for the right person entering the field and also great for more veteran anchors.

Please send a link to your reel to News Director Craig Colson at [CCOLSON@WVII.COM](mailto:CCOLSON@WVII.COM).

Tapes can also be sent to 371 Target Industrial Circle, Bangor, Maine, 04401



New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhinelander, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.

---

WVH-TV Bangor Communications, LLC



**9/25/2016**

371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

## **Job Opening**

### **News Anchor**

WVH and WFVX will soon have an opening for a morning anchor. We're looking for a real morning person who can help energize our viewers. Along with anchoring our morning program on our ABC and FOX affiliate, you'll also help gather news, perform live shots and shoot and edit reports. This would be the perfect position for the right person entering the field and also great for more veteran anchors.

Please send a link to your reel to News Director Craig Colson at [CCOLSON@WVH.COM](mailto:CCOLSON@WVH.COM).  
Tapes can also be sent to 371 Target Industrial Circle, Bangor, Maine, 04401

**Subject:** Classified ad - October 2016

**From:** LeeAnn Gauthier <lgauthier@courierpublicationsllc.com>

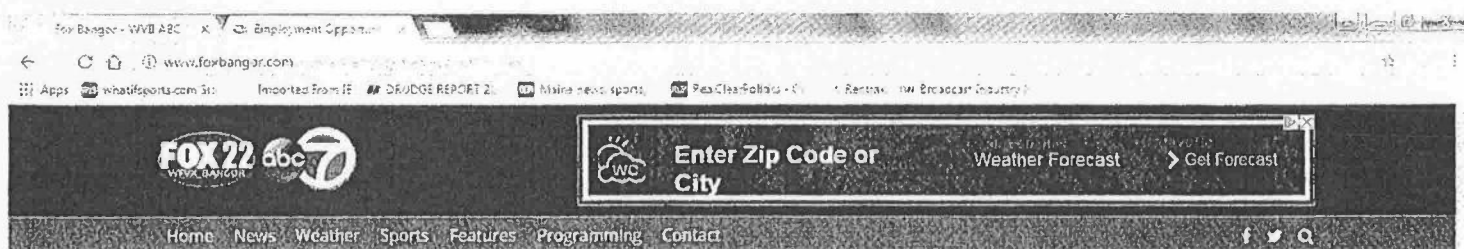
**Date:** 2/15/2017 12:09 PM

**To:** "mmoran@wvii.com" <mmoran@wvii.com>

WVII TV: has a number of openings; Salesperson, Promotion Manager, and Morning News Anchor each based in Bangor, as well as a Salesperson based in Portland. Interested parties should apply to [mikep@wvii.com](mailto:mikep@wvii.com) or email for further details.

Thank you

*Lee Ann Gauthier  
Accounts Receivable  
Courier Publications, LLC  
VillageSoup  
91 Camden St., Ste 403  
Rockland, ME 04841  
207-594-4407 x102  
Fax 207-594-1679  
lgauthier@courierpublicationsllc.com  
knox.villagesoup.com  
waldo.villagesoup.com*



## Employment Opportunities Morning News Anchor

WVH and WFSX will soon have an opening for a morning anchor. We're looking for a real morning person who can help energize our viewers. Along with anchoring our morning program on our ABC and FOX affiliate,

you'll also help gather news, perform live shots and shoot and edit reports. This would be the perfect position

for the right person entering the field and also great for more veteran anchors.

Please send a link to your reel to News Director Craig Colson at [CCOLSON@WVH.COM](mailto:CCOLSON@WVH.COM).

Tapes can also be sent to 371 Target Industrial Circle, Bangor, Maine, 04401

Local News



## FOR INTERNAL BUSINESS RECORDS ONLY

**WVH-TV, WFVX-LD  
VACANCY DATA FORM**

|  |  |
|--|--|
| <b>Full-Time Job Title:</b> News Reporter                            | <b>Date Filled:</b> 3/7/16             |
| <b>Recruitment Source ("RS") Referring Hiree:</b> TVJobs.com (RS #4) | <b>Total Number of Interviewees:</b> 7 |

| <b>RS#</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification?</b> | <b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b> |
|------------|--|---|--|
| 1          | Internal Posting   | N   | 0  |
| 4          | TVJobs.com<br>Mark Holloway  | N   | 3  |
| 5          | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N   | 2  |
| 7          | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N   | 0  |
| 8          | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N   | 0  |
| 9          | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N   | 0  |
| 10         | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N   | 0  |
| 11         | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N   | 0  |
| 14         | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhinelander, WI 54501  | N   | 0  |
| 15         | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)<br>531 South Brunswick St.                                       | N   | 0  |

|                           |   |   |          |
|---------------------------|---|---|----------|
|                           | Old Town, ME 04468  |   |          |
| 17                        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220  | N | 0        |
| 19                        | Station Website   | N | 1        |
| 21                        | Unknown Referral Source (upon inquiring from SEU, interviewee was unable to identify a referral source) | N | 1        |
| <b>TOTAL INTERVIEWEES</b> |   |   | <b>7</b> |

## Job Listing Preview



Broadcast Employment Services

### WVII (ABC) / WFVX (FOX) Bangor, Maine

**Position** 2 Reporters  
**Station Ownership** Rockfleet Broadcasting  
**Station Slogan** "Your Bangor News"  
**Reference #** Will be assigned when submission is completed ...  
**Type** Television  
**Full / Part** Full Time - Regular - 40 Hours Per Week  
**Experience** 0 to 10 Years  
**Posted** 2/18/2016  
**Closes** 3/18/2016  
**Time Left** 29 Days  
**DMA** #156  
**Found In** Reporter



### 2 Reporters

WVII and WFVX currently have openings for two general assignment reporters. Please send resumes and a link to your reel to [ccolson@wii.com](mailto:ccolson@wii.com). We can also be contacted at 371 Target Industrial Circle, Bangor, Me, 04401

When responding to this job ad, please mention you saw it listed at TVJobs.com

© Broadcast Employment Services 1994-2016



Annual E-Resume subscription



### Supplemental Information

**Salary Type** Salaried  
**Salary Range** \$23,000 to \$24,000  
**Starting Salary / Year** \$23,000  
**Starting Salary / Hour**  
**Job Type** Full Time - Regular  
**Hours**  
**Workweek**  
**Scheduled on Holidays** Strong Possibility  
**Start Date** Immediately  
**Probation Period**  
**Benefits** Yes - Full Time Only  
**Benefit Premium**  
**401K Plan** Available  
**Vacation** Yes  
**Paid Sick Leave** Yes  
**Phone Calls** No Phone Calls Please  
**Agent Phone Calls** No

### Résumé

**Cover Letter**  
**References**  
**Salary History**  
**Tape / Reel**  
**Tape Format**  
**Tape Return**



New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhinelander, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.



---

WVII-TV Bangor Communications, LLC



**February 18, 2016**

371 Target Industrial Circle  
Bangor, Maine 04401  
Phone: 207-945-6457  
Fax: 207-942-0511

## **Job Opening**

### **News Reporters**

Bangor's fastest growing news department has two openings for a General Assignment Reporter. Bangor is a very competitive market and is a great place to break into the business. We are looking for someone who is hungry to dig up news and be part of our hard working team. You will report the news, shoot video, present live shots, edit your stories and will get some time on the anchor desk. Please send resumes and links to your reel to News Director, Craig Colson at [ccolson@wvii.com](mailto:ccolson@wvii.com) or mail them to 371 Target Industrial Circle, Bangor, Maine 04401.

## News Reporters

WWII/WFVX TV I Bangor, ME

[Apply Now](#)

*To apply to this job: click APPLY to submit your resume to this employer.*

### Description

Bangor's fastest growing news department has two openings for a General Assignment Reporter. Bangor is a very competitive market and is a great place to break into the business. We are looking for someone who is hungry to dig up news and be part of our hard working team. You will report the news, shoot video, present live shots, edit your stories and will get some time on the anchor desk. Please send resumes and links to your reel to News Director, Craig Colson at ccolson@wvii.com or mail them to 371 Target Industrial Circle, Bangor, Maine 04401

### Benefits

Health Care

---

**Posted On:** 02/19/16

**Telecommute:** No

**Categories:** Media - Arts - Entertainment

**Job Type:** Regular

**Job Status:** Full Time

**Pay Type:** Annual Salary

**Salary:** \$20,000 - \$25,000

**Similar Jobs:** Within 25 miles of 04401, Media - Arts - Entertainment

[Apply Now](#)



## Employment Opportunities News Reporters

Bangor's fastest growing news department has two openings for a General Assignment Reporter. Bangor is a very competitive market and is a great place to break into the business. We are looking for someone who is hungry to dig up news and be part of our hard working team. You will report the news, shoot video, present live shots, edit your stories and will get some time on the anchor desk.

Please send resumes and links to your reel to News Director, Craig Colson at [ncolson@fox22.com](mailto:ncolson@fox22.com) or mail them to 371 Target Industrial Circle, Bangor, Maine 04401

Local News



## FOR INTERNAL BUSINESS RECORDS ONLY

**WVH-TV, WFVX-LD**  
**VACANCY DATA FORM**

|  |  |
|--|--|
| <b>Full-Time Job Title:</b> News Anchor                              | <b>Date Filled:</b> 1/11/16            |
| <b>Recruitment Source ("RS") Referring Hiree:</b> TVJobs.com (RS #4) | <b>Total Number of Interviewees:</b> 3 |

| <b>RS#</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification?</b> | <b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b> |
|------------|--|---|--|
| 1          | Internal Posting   | N   | 0  |
| 4          | TVJobs.com<br>Mark Holloway  | N   | 2  |
| 5          | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N   | 0  |
| 7          | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N   | 0  |
| 8          | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N   | 0  |
| 9          | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N   | 0  |
| 10         | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N   | 0  |
| 11         | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N   | 0  |
| 14         | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501  | N   | 0  |
| 15         | James Varner<br>NAACP – Bangor Chapter (Maine Human Rights Coalition)<br>531 South Brunswick St.                                       | N   | 0  |

|                    |                    |   |   |
|--------------------|--------------------|---|---|
|                    | Old Town, ME 04468 |   |   |
| 19                 | Station Website    | N | 1 |
| TOTAL INTERVIEWEES |                    |   | 3 |

## Job Listing Preview



Broadcast Employment Services

**WWII (ABC) / WFXV (FOX)**  
Bangor, Maine

**Position** Morning Anchor  
**Station Ownership** Rockfleet Broadcasting  
**Station Slogan** "Your Bangor News"  
**Reference #** Will be assigned when submission completed ...  
**Type** Television  
**Full / Part** Full Time - Regular  
**Experience** 0 to 5+ Years  
**Posted** 11/10/2015  
**Closes** 12/10/2015  
**Time Left** 30 Days  
**DMA** #156  
**Found In** News / Talent - Anchors



### Morning Anchor

Bangor's fastest growing News Department has an opening for a morning news anchor. If you're a real morning person who believes in delivering accurate reports with energy, we'd love to hear from you. Bangor is a great market for people just starting their careers and this may also be the perfect fit for a more experienced anchor who is looking for a great place to settle down. Along with delivering the morning news, you'll also help book guests for live interviews, perform live shots, produce packages for our daily shows and take part in public events. People with an interest in delivering the weather are especially encouraged to apply. Please send a link to your reel to [ccolson@wii.com](mailto:ccolson@wii.com) or a tape and resume to 371 Target Industrial circle, Bangor, Maine, 04401. The salary will be based on experience.



### Supplemental Information

**Salary Type** Salaried  
**Salary Range** \$26,000  
**Starting Salary / Year** \$26,000  
**Starting Salary / Hour**  
**Job Type** Full Time - Regular  
 3:30 am to 12:00 Noon  
 Monday to Friday  
 Strong Possibility  
 nls Year

Yes

Available

Yes

Yes - Full Time Only

Leave

**Phone Calls** No Phone Calls Please

**Agent Phone Calls** No

**Résumé** Required

**Cover Letter**

**References**

**Salary History**

**Tape / Reel** Required

**Tape Format** Web Link

**Tape Return**

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhinelander, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.





## MEMO

**To:** To Whom It May Concern

**From:** Stacey Kinney, Business Manager

**Date:** December 4, 2015

**Re:** Job Opening

---

Bangor's fastest growing News Department has an opening for a Morning News Anchor. If you're a real morning person who believes in delivering accurate reports with energy, we'd love to hear from you. Bangor is a great market for people just starting their careers and this may also be the perfect fit for a more experienced anchor that is looking for a great place to settle down. Along with delivering the morning news, you'll also help book guests for live interviews, perform live shots, produce packages for our daily shows and take part in public events. People with an interest in delivering the weather are especially encouraged to apply. Please send a link to your reel to [ccolson@wvii.com](mailto:ccolson@wvii.com) or a tape and resume to 371 Target Industrial Circle, Bangor, Maine 04401.





## Employment Opportunities

### Morning News Anchor

Bangor's fastest growing news department has an opening for a Morning News Anchor. If you're a real morning person who believes in delivering accurate reports with energy, we'd love to hear from you. Bangor is a great market for people just starting their careers and this may be the perfect fit for a more experienced anchor that is looking for a great place to settle down. Along with delivering the morning news, you'll also help book guests for live interviews, perform live shots, produce packages for our daily shows and take part in public events. People with an interest in delivering the weather are especially encouraged to apply.

Please send a link to your reel to [ecolson@wviu.com](mailto:ecolson@wviu.com) or a tape and resume to 371 Target Industrial Circle, Bangor, Maine 04401

Local News



**WVIL-TV, WFXV-TV  
VACANCY DATA FORM**

|   |   |
|---|---|
| <b>Full-Time Job Title:</b> Account Executive                         | <b>Date Filled:</b> 3/9/15              |
| <b>Recruitment Source ("RS") Referring Hiree:</b> Jobs in ME (RS #17) | <b>Total Number of Interviewees:</b> 11 |

| RS# | RS Information   | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS for the Full-Time Vacancy |
|-----|--|--|---|
| 1   | Internal Posting   | N  | 0   |
| 5   | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083   | N  | 0   |
| 6   | Ellsworth American<br>Classified Department<br>PO Box 509<br>Ellsworth, ME 04605<br>207-667-2576                                       | N  | 6   |
| 7   | Career Center<br>45 Oak St.<br>Bangor, ME 04401<br>888-828-0568  | N  | 0   |
| 8   | Zonta Club<br>PO Box 1904<br>Bangor, ME 04401<br>207-945-5663  | N  | 0   |
| 9   | University of Maine<br>Multicultural Student Affairs<br>Adonis Ferreira<br>5748 Memorial Union<br>Orono, ME 04469-5748<br>207-581-14-5 | N  | 0   |
| 10  | Penobscot Indiana Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext. 325                  | N  | 0   |
| 11  | Beal College<br>99 Farm Rd.<br>Bangor, ME 04401<br>207-947-4591  | N  | 0   |
| 13  | Sanford Brown College<br>Career Services<br>Christine Cleckner<br>1345 Mendotta Heights Rd.<br>Mendota Heights, MN 55120               | N  | 0   |

|                           |   |   |    |
|---------------------------|---|---|----|
| 14                        | WJFW<br>Elizabeth Evans<br>PO Box 858<br>1400 S. Oneida Ave.<br>Rhineland, WI 54501     | N | 0  |
| 15                        | James Varner<br>NAACP – Bangor Chapter<br>531 South Brunswick St.<br>Old Town, ME 04468 | N | 0  |
| 17                        | Jobs in ME<br>Jobsinme.com<br>Attn: Heidi Sawyer<br>207-591-1220                        | N | 5  |
| 19                        | Station Website   | N | 0  |
| <b>TOTAL INTERVIEWEES</b> |   |   | 11 |

New England School of  
Communications  
1 Husson Circle  
Bangor, ME 04401

Zonta Club  
PO Box 1904  
Bangor, ME 04401

Maine Edge  
1 Cumberland Place, Ste 204  
Bangor, ME 04401

University of Maine  
Multicultural Student Affairs  
5748 Memorial Union  
Orono, ME 04469-5748

Beal College  
99 Farm Road  
Bangor, ME 04401

Society of Broadcast Engineers  
3102 N. Meridian  
Suite 150  
Indianapolis, IN 46260

Sanford Brown College  
Career Services  
87 Sunset Strip  
Brewer, ME 04412

James Varner  
Maine Human Rights Coalition  
531 South Brunswick St.  
Old Town, ME 04468

Employment One  
444 Stillwater Ave  
Bangor, ME 04401

Bangor Career Center  
45 Oak St  
Bangor, ME 04401

Elizabeth Evans  
WJFW NBC 12  
3217 County Rd G  
Rhineland, WI 54501

Classified Department  
Bangor Daily News  
491 Main Street  
Bangor, ME 04401

Penobscot Indian Nation  
Career Development  
5 River Road  
Old Town, ME 04468

Note to FCC EEO Staff: This document is used by the SEU to create labels for the envelopes in which job vacancy notices are mailed. Not all of the entities listed above are notified of each job vacancy; the SEU selects only those entities it determines would be most appropriate for the particular job. Section I of the Public File Report indicates to which entities job vacancy notices were mailed.