

WABI
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Meteorologist/MMJ	1,2,3,5	5
Weekend Evening AP	1,2,3,7	7
MMJ	1,2,3,7,8,9,10	1
Weekday AM AP	1,3,4,7	7
MMJ	1,2,3,7,10	10
Account Executive	1,3,4,	4

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed.com (People Matter)	No	24
2	TVJobs.com	No	2
3	WABI.TV	No	1
4	In-House Referral	No	5
5	Former Employee Referral	No	1
6	Jobsinme.com	No	0
7	New England School of Communications/Husson University 1 College Circle, Bangor ME 04401-2929	No	3
8	Cold Call- past applicant	No	1
9	Gray Recruiter visiting colleges	No	1
10	Previous Intern	No	1
11	Penn State University	No	0
12	Lyndon State University	No	0
13	Walk in	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	During this reporting year, we had one student from New England School of Communications job shadowed MMJs and Anchors in the field and in the edit booth, learned how to produce, write and edit news stories.
2	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	A George Stevens Academy student from Blue Hill worked on an independent study project with the Sports Department during the winter semester (2/26/18-3/11/18).
3	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	During this reporting year, we hosted students from the following schools for station tours: 3/30/18- Students from the University of Maine 4/6/18- Students from the New England School of Communications 7/31/18- Students from the New England School of Communications
4	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	6/20/18 – Girls State Camp- two of our anchors participated on a panel at the camp to discuss how stations report on political events. Anchors/MMJ made presentations on Journalism/Meteorology to students participating in the following summer programs: 7/13/18- Challenger Learning Center 7/25/18- Digital Communications Camp at Northern Penobscot Tech Region III 8/15/18- Alford Youth Centers Summer

		Enrichment Camp
5	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	<p>Our staff attended Career Days at the following Schools to discuss career opportunities in broadcasting with the students:</p> <p>3/23/18- Northern Penobscot Tech Region III</p> <p>4/12/18- Hermon Middle School</p> <p>Chief Meteorologist spoke to students at the Glenburn school on 5/30/18.</p>
6	Participate in Career Fairs	<p>On 4/6/18, Chief Meteorologist and MMJ attended a career fair at the University of Maine @ Machias. They met with students to discuss careers in broadcasting.</p>
7	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	<p>Hosted students from local high schools for Job Shadowing opportunities:</p> <p>4/18/18- Hermon High School</p> <p>4/19/18- Hermon High School</p> <p>6/14/18- Nokomis Regional High School</p>
9	Participate in events in the community designed to inform and education members of the community as to jobs in broadcasting	<p>News Crew gives educational tours of the news set to local schools and groups-</p> <p>4/10/18- Piscataquis Community School</p> <p>6/8/18- Group of Home Schooled Students</p>