



**WAGM  
EEO PUBLIC FILE REPORT  
12/1/2019 TO 11/30/2020**

**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	In House Station Posting; Susan Willett, 12 Brewer Rd, Presque Isle Maine 04769	N	
2	WAGMTV <a href="http://www.wagmtv.com">www.wagmtv.com</a> ; Susan Willett, 12 Brewer Rd, Presque Isle Maine 04769	N	5
3	WAGM TV-8 on air broadcast promotion	N	
4	NMCC 33Edgemont Dr, Presque Isle ME 04769	N	
5	University of Maine at Presque Isle, 181 Main St. Presque Isle Maine	N	
6	TV JOBS <a href="http://www.tvjobs.com">www.tvjobs.com</a> , PO BOX 4116, Oceanside, CA 92052	N	2
7	Opportunities Aroostook, <a href="http://www.opportunitiesaroostook.com">www.opportunitiesaroostook.com</a> , 26 North St. Box 138, Presque Isle, ME 04769	N	
8	Southern Maine Community College, 2 Fort Road, South Portland ME	N	
9	New England School of Communications/Husson University; Mark Nason, One College Circle, Bangor ME 04401	N	
10	University of Maine Systems- Career Systems <a href="http://www.umaine.edu/career">www.umaine.edu/career</a>	N	
11	Indeed <a href="http://www.indeed.com">www.indeed.com</a> , 6433 Champion Grandview Way, Building 1, Austin TX, 78750	N	3
12	Media Match, <a href="http://www.media-match.com">http://www.media-match.com</a> , P.O. Box 48220 Los Angeles, CA 90048	N	
13	People Matter/Snag <a href="http://www.peplematter.com">www.peplematter.com</a> Gray Television, Inc. 4370 Peachtree Road, NE Suite 400 Atlanta GA 30319	N	
14	Gray Television website <a href="http://www.gray.tv/careers">www.gray.tv/careers</a>	N	1
15	Word of Mouth	N	2
16	Facebook	N	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Career Fair	December 2, 2019 – News Anchor did a presentation for the Career Fair at the Wisdom High School
2	Diversity and Inclusion training	July 9 - August 4, 2020 – our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.
3	FCC’s EEO Rules and Regulations training	On November 19, 2020, our Office Manager participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.
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