

WLBZ
EEO PUBLIC FILE REPORT
November 21, 2017 - November 20, 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
Managing Editor/Lead Journalist	1-3, 5-8, 11-14, 16-27	14
Sales Account Manager - WLBZ	1-8, 10-13, 16-27	4
MMJ - Reporter - WLBZ	1-8, 10-13, 17-28	27
MMJ - Reporter - WLBZ	1-8, 10-13, 17-28	21
MMJ - Reporter - WLBZ	1-8, 10-13, 17-28	21
Sales Account Executive	1-3, 5-6, 8-13, 15, 17-28	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
2	Colby College 4140 Mayflower Hill Waterville, Maine Email : career@colby.edu Tammi-Lynn Hamm	N	0
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
4	Employee Referral	N	3
5	Glassdoor.com Glassdoor.com USA, California Glassdoor.com Glassdoor.com Manual Posting	N	0
6	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0
7	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : editor@hispaniclink.org Charlie Erickson	N	0

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8	Husson College - New England School of Communication One College Circle, PO Box 3631 Bangor, Maine Phone : 888-877-1876 Url : http://www.nescom.edu/ Email : bill@nescom.edu Bill Devine	N	0
9	Indeed.com	N	1
10	Maine Human Rights Commission 51 State House Station Augusta, Maine Phone : 207-624-6050 Url : www.maine.gov/mhrc Fax : 1-207-624-8729 Patricia Ryan	N	0
11	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
12	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : naffaa12@gmail.com Mr. Jon Melegrito	N	0
13	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : ncnwhq@ncnw.org National Council Negro Women	N	0
14	Non-Employee Referral	N	1
15	Other Source	N	1

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16	Otis College of Art & Design 9045 Lincoln Blvd. Los Angeles, California Phone : 310.665.6962 Url : www.otis.edu/index Email : careerservices@otis.edu -	N	0
17	Southern Maine Community College 2 Fort Road South Portland, Maine Phone : 1-877-282-2182 Url : www.smccme.edu Email : sbannon@smccme.edu Sharon Bannon	N	0
18	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : www.syr.edu/career Email : belichti@syr.edu Bridget Lichtinger	N	0
19	TEGNA.com 7950 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	0
20	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
21	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	2

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22	UMaine Farmington 248 Main Street Farmington, Maine Phone : 207-778-7034 Url : http://chd.umf.maine.edu/career Email : umfcareers@maine.edu Stephen Davis	N	0
23	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : info@upo.org Regina Parker	N	0
24	University College of Bangor 1 University Drive Bangor, Maine Phone : 207-621-3154 Url : http://www.uma.edu/CareerAdvising.html Email : fraser@maine.edu Sherry Fraser	N	0
25	University of Maine Augusta 46 University Drive Augusta, Maine 04330 Phone : 207-621-3130 Url : www.uma.maine.edu Email : haley.brown@maine.edu Fax : 1-207-621-3171 Haley Brown	N	0
26	University of New England 716 Stevens Avenue Portland, Maine Phone : 207-221-4339 Email : mpecora@une.edu Marcie Pecora	N	0
27	WLBZ/WCSH Websites Maine Career Service Manual Posting	N	1

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28	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/22/2017	Establishment of a mentoring program	Internships - WLBZ-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing but can touch other departments as well. During the reporting period, 1 intern was hired and trained for a three-month assignments.	2	Managing Editor Intern
2	11/22/2017	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed, and HR Business Partners then share this topical information with their executive teams	1	HR Business Partner
3	1/26/2018	Establishment of training programs for station personnel	January 26 – February 2, 2018 Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	26	All Employees

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	6/18/2018	Establishment of training programs for station personnel	Content Summit (June 18-21) News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	5	Marketing Director News Director Director of Marketing General Manager
5	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	26	All Employees
6	10/3/2018	Participation in events or programs sponsored by educational institutions	Attended Emerson College Internship and Career Fair.	1	Managing Editor
7	10/11/2018	Establishment of training programs for station personnel	Ethics and Conflict of Interest training. TEGNA will always follow the law, behave ethically and avoid conflicts of interest. Correct ethical and legal conduct is particularly at the heart of the operation of a company engaged in communications with and on behalf of the public. This is especially important as TEGNA pursues a mission of providing trusted news and information and actively supporting the people and business in the communities we serve.	26	All Employees

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	11/12/2018	Establishment of training programs for station personnel	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	Director of Sales