

WVII-TV, WFVX-TV  
EEO Public File Report Form  
December 1, 2008 – November 30, 2009

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program (#5)	WVII and WFVX hosted 6 interns during the reporting period. These interns served with the stations' news producers, reporter/anchors, photojournalists, news assignment editors and video/commercial production personnel.
<b>2</b>	Participate in Job Fair (#10)	We participate in several events and programs sponsored by local educational institutions that relate to career opportunities in broadcasting. Twice each year we send a representative to participate in a Career day event held at the New England School Of Communications in Bangor. We attend a yearly Career Day held at the University of Maine in Orono. We participate in the yearly Career Day events at the United Technology Center in Bangor. We attend the annual University of Southern Maine Job Fair held in Lewiston. Six times in the last year Anchors, Reporters, Producers, and Editors from our News Department spoke to individual journalism classes at the University of Maine about opportunities in careers within the Broadcast field. This year the operations manager spoke to several classes of students in the Lincoln Maine school district who were interested in broadcasting careers.
<b>3</b>	Staff Training (#8)	The station has a policy of promoting from within and therefore offers many internal cross training opportunities. The training programs are designed to enable station personnel to acquire skills that could qualify them for higher-level positions. In this reporting year the station has trained and promoted internally the following positions: - Sales Assistant to Administrative Assistant Recently our staff-training program has resulted in one employee being promoted to a higher-level position.
<b>4</b>	Management Level Training (#14)	During the filing period these training seminars were attended by management level personnel to ensure equal opportunity employment. - Office Manager, Operations Manager and Vice President participated in a webinar provided by Manpower covering Hispanic Talent – How to Acquire and Develop for Business Success - Office Manager and Operations Manager attended an annual employment seminar by Rudman & Winchell. Topics covered were: new legislation, court decisions, workers compensations developments, union issues, alternative dispute resolutions, FML issues, immigrations law developments and layoffs/alternatives.

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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 12-month Period
1	In-House Posting: 371 Target Industrial Circle Bangor, ME 04401	N	1
2	Employee Referrals	N	2
3	Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196	N	7
4	Mark Holloway tvjobs.com (all activity through Internet)	N	0
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	3
6	Classified Dept. Ellsworth American PO Box 509 Ellsworth, ME 04605 207-667-2576	N	0
7	Career Center 45 Oak St Bangor, ME 04401 1-888-828-0568	N	0
8	Zonta Club PO Box 1904 Bangor, ME 04401 207-945-5663	N	0
9	Adonis Ferreira University of Maine Multicultural Student Affairs 5748 Memorial Union Orono, ME 04469-5748 207-581-1405	N	0
10	Penobscot Indian Nation Career Development Center 5 River Road Old Town, ME 04468 207-827-7776, ext 325	N	0
11	Beal College 99 Farm Rd. Bangor, ME 04401 207-947-4591	N	0

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12	Joanne Dauphinee Greater Bangor National Organization of Women 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
13	Amber Luckie-Parks Brown College Career Services 1440 Northland Drive Mendota, Heights, MN 55120	N	0
14	WJFW Marie Fields P.O. Box 858 1400 S. Oneida Ave. Rhinelander, WI 54501	N	0
15	James Varner NAACP – Bangor Chapter 531 South Brunswick St Old Town, ME 04468	N	0
16	Employment One Attn: Leslie 207-947-6945 www.e1maine.com	N	0
17	Craigslist www.craigslist.com	N	3
18	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	0
19	Village NetMedia (Village Soup) P.O. Box 249 Rockland, ME 04841 207-594-4401	N	0
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			<b>16</b>

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I. VACANCY LIST

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

<b>JOB TITLE</b>	<b>RECRITMENT SOURCES (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Administrative Assistant	1,2,19	1
Production Assistant	1,2,5	2
Production Assistant	2,5	5
Production Assistant	2,5	5
News-Sports Reporter	1,2	2
Master Control Operator	1,2,5	5
Sales Executive	1-19	3
Sales Assistant	1-19	17