

WVII-TV, WFVX-TV  
EEO Public File Report Form  
December 1, 2010 – November 30, 2011

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>
Master Control Operator	1,2,3,5,17,20	5
Chief Engineer	2,3,4,19,17	19
Producer	1,2,3,5,9,11,20	3
Reporter	1,2,3,4,5,16,20	4
Sales Assistant	1,2,3,5,7,17	17
Administrative Assistant	1,2,3,11,17,20	3
Morning News Anchor	1,3,4,5,17,20	17
Master Control Operator	1,2,3,5,6,17,20	5
Engineer	1,2,3,7,17,18,20	2
Production	1,3,5,7,11,13,20	5
Production	1,3,5,7,11,13,20	5
Production	1,3,4,5,17,20	17
Sales Assistant	1,2,3,5,7,17,20	3
News Assignment Editor	1,3,5,6,7,9,17,20	3

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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	5
2	Employee Referrals	N	1
3	Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196	N	10
4	Mark Holloway tvjobs.com (all activity through Internet)	N	1
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	4
6	Classified Dept. Ellsworth American PO Box 509 Ellsworth, ME 04605 207-667-2576	N	1
7	Career Center 45 Oak St Bangor, ME 04401 1-888-828-0568	N	4
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	2
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	5
18	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	0
19	Society of Broadcast Engineers 9102 N. Meridian Street Suite 150 Indianapolis, IN 46260 <a href="http://www.sbe.org">www.sbe.org</a>	N	1
20	WVII.com website	N	5
<b>TOTAL INTERVIEWS OVER 12 MONTH PERIOD</b>			<b>36</b>

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (#5)	WVII and WFVX hosted 2 interns during the reporting period. These interns served with the stations' news producers, reporter/anchors, photojournalists, news assignment editors and video/commercial production personnel.
2	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. Four 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.
3	Staff Training (#8)	<p>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:</p> <p>Recently our staff-training program has resulted in four employee being promoted to a higher-level position.</p> <ul style="list-style-type: none"><li>-Sales Assistant to Administrative Assistant</li><li>-Administrative Assistant to a full time Sales Position</li><li>-Traffic Manager to Business Manager</li><li>-Administrative Assistant to Traffic Coordinator</li></ul>