

WPXT(TV) *and positions at* WPME (TV)
EEO PUBLIC FILE REPORT
December 1, 2014 - November 30, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Full Time Vacancy	RS Referring Hiree
Sales Assistant	1-9	2
Marketing Consultant/Account Executive	1-6, 8, 9	2
Marketing Consultant/Account Executive	1-6, 8, 11	11
Marketing Consultant/Account Executive	1-9	2
Traffic Assistant	1-9	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS	RS Information	Source Entitled	No. of Interviewees Referred by RS
1	On-Air Announcements	No	0
2	Our Maine www.ourmaine.com	No	3
3	Internal Posting	No	1
4	Craigslist http://maine.craigslist.org		0
5	Maine Association of Broadcasters www.careerpage.org	No	0
6	Southern Maine Community College Sharon Bannon, Director of Career and Transfer Services 2 Fort Rd South Portland, ME 04106 207-741-5626 sbannon@smccme.edu	No	0
7	Bowdoin College www.bowdoin.edu/cpc/ Career Planning Center cpc@bowdoin.edu 207-725-3717	No	0
8	Maine Career Center www.mainecareercenter.com 207 623-7967	No	0
9	University of Southern Maine www.experience.com/emp/login 207-228-8555, careers@usm.edu till 7/8/15 7/9/15 – website changed to https://usm-maine-csm.symplicity.com/employers/	No	0
10	Word of Mouth Referral	No	0
11	Career Fair (as described in section III)	No	2
12	careerbuilder.com (not directly contacted by SEU)	No	1
Total Interviewees over reporting period			7

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Provide training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On February 26, 2015, our Operations Manager participated in a webinar entitled "What's New and What's Next in Employment Law for 2015." Among other topics, the webinar discussed how to avoid discrimination in the workplace.
2	Participate in Job Fair	On March 24, 2015, our station participated in the Portland Press Herald's Maine Jobs/Monster Career Fair. At the fair we discussed job opportunities at our station with interested attendees and accepted resumes. Station participants were General Manager and Local Sales Manager.
3	Participate in Job Fair	On September 30, 2015, our station participated in the Portland Press Herald's Maine Jobs/Monster Career Fair. At the fair we discussed job opportunities at our station with interested attendees and accepted resumes. Station participants were Sales Assistant and Promotions Manager.