

WVII-TV, WFVX-LP
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Reporter	1, 2, 4, 5, 10-12 15, 17, 19,21	2
Sales Manager	1, 2, 4, 5,6 10-12 15, 17, 19,21	6
Engineering Technician	1, 2, 4, 5, 10-12 15, 17, 19,21	21
Sports Reporter/Anchor	1, 2, 4, 5, 10-12 15, 17, 19,21	2
Technical Director	1, 2, 4, 5, 10-12 15, 17, 19,21	17
Master Control Operator	1, 2, 4, 5, 10-12 15, 17, 19,21	21
Salesperson	1, 2, 4, 5, 10-12 15, 17, 19,21	19
News Reporter	1, 2, 4, 5, 10-12 15, 17, 19,21	4
News Reporter	1, 2, 4, 5, 10-12 15, 17, 19,21	4

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: WVII-TV Human Resources 371 Target Industrial Circle Bangor, ME 04401 207-945-6457	N	2
2	Referrals (Word of Mouth)	N	3
4	Mark Holloway tvjobs.com	N	6
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	0
6	Linked-In Web App	N	3
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
12	Joanne Dauphinee Greater Bangor National Organization of Women 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
15	James Varner Maine Human Rights Coalition 531 South Brunswick St Old Town, Me 04468	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	13
19	FoxBangor.com website	N	3
21	Facebook	N	12
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			42

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>WVII and WFVX hosted 3 interns during the reporting period, as follows:</p> <p>Two interns were from the University of Maine. They began in September 2019 and worked past the end of the reporting period. They worked on a special project that touched the News/Public Service and Production departments. They wrote and helped produced unique broadcast pieces related to the bi-centennial, the 200th anniversary of Maine becoming the 23rd state to join the union in 1820. They were supervised by the General Manager of the television stations.</p> <p>One intern was from University of Maine. He was here from January 2020 and worked till April 2020. He did a little bit of reporting, posted stories to the website and did some editing of stories</p> <p>All interns were supervised by members of the department in which they interned.</p>
2	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>We have a long track record of training entry- and mid-level employees so they may gain experience and later be promoted to positions of greater responsibility.</p> <p>For example, during this reporting period, members of our clerical staff were trained to work as sales assistants and in our traffic department. In addition, entry-level production assistant was trained in our clerical department and promoted to Admin/Sales Asst. Likewise, our Salesperson was trained to be a Sales Manager. In addition, entry-level production assistants who show promise were trained to work the audio board, which is a supervisory position.. Audio technicians received training to become directors and news reporters received training so they may become news anchors (which included</p>

		learning techniques for reading the teleprompter, ad-libing, and conducting live, on-set interviews).
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