

WVII-TV, WFVX-TV
EEO Public File Report Form
December 1, 2012 – November 30, 2013

I. VACANCY LIST

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

| JOB TITLE | RECRITMENT SOURCES (RS) Used to Fill Vacancy | RS Referring Hiree |
|--------------------------|---|-------------------------------|
| Master Control Operator | 1-21 | 17 |
| Administrative Assistant | 1-21 | 20 |
| News Director | 1-21 | 4 |
| Account Executive | 1-21 | 20 |
| Account Executive | 1-21 | 17 |
| Reporter | 1-21 | 4 |
| Reporter | 1-21 | 4 |
| Account Executive | 1-21 | 6 |
| Master Control Operator | 1-21 | 1 |
| Sales Assistant | 1-21 | 1 |
| Assignment Editor | 1-21 | 1 |

NOTE: This report was completed and posted to the WVII website in a timely manner. Due to administrative oversight, the report was not uploaded to the WVII online public file until Nov. 10, 2014. The report was subsequently modified in November 2014 to address minor reporting issues.

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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 | 6 |
| 2 | Employee Referrals | N | 0 |
| 3 | Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196 | N | 15 |
| 4 | Mark Holloway tvjobs.com (all activity through Internet) | N | 9 |
| 5 | New England School of Communications One College Circle Bangor, ME 04401 207-947-6083 | N | 1 |
| 6 | Classified Dept. Ellsworth American PO Box 509 Ellsworth, ME 04605 207-667-2576 | N | 2 |
| 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 |

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| | | | |
|----|--|---|---|
| 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 |
| 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 |

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| | | | |
|---|--|---|----|
| 16 | Employment One Attn: Leslie 207-947-6945 www.e1maine.com | N | 0 |
| 17 | Craigslist www.craigslist.com | N | 15 |
| 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 www.sbe.org | N | 0 |
| 20 | WVH.com website | N | 13 |
| 21 | Maine Edge | N | 0 |
| Total Interviews Over a 12 Month Period | | | 55 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE | BRIEF DESCRIPTION OF ACTIVITY |
|---|--------------------------------|---|
| 1 | Internship Program (#5) | WVII and WFVX hosted 2 interns during the Fall 2013 semester from the University of Maine Orono. Both interns received school credit. These interns served with the stations' news producers, reporter/anchors, photojournalists, news assignment editors and video/commercial production personnel. The interns worked on shooting stories, editing, writing, graphics, and newsgathering. |
| 2 | Participate in Job Fair (#10) | <p>We participate in several events and programs sponsored by local educational institutions that relate to career opportunities in broadcasting.</p> <p>On June 16, 2013, and October 23, 2013, the SEU's chief engineer participated in a Career Day event held at the New England School Of Communications in Bangor.</p> <p>Station representatives also attended a Career Day at the Winterport School.</p> |
| 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.</p> <p>For instance, all clerical people are always trained to work as a sales assistant and are also trained to work in traffic. Our traffic person is always given training in basics of accounting in order for them to be promoted to office manager. Production assistants are trained to be promoted to work the audio board. Audio Technicians are trained to become directors of newscasts. Finally, all news reporters are given training so they may become news anchors.</p> <p>In this reporting year the station has trained and promoted internally the following positions: Recently our staff-training program has resulted in four employee being promoted to a higher-level position. -Sales Assistant to Master Control Operator -Administrative Assistant to Sales Assistant -Master Control Operator to Assignment Editor</p> |