

WVII-TV, WFVX-LP
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023

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
New Reporter	1-8, 10-12	12
News Reporter	1-8, 10-12	12
News Reporter	1-8, 10-12, 14	14
News Reporter	1-8, 10-12	2
News Reporter	1-8, 10-12	12
Account Executive	1-12	12
Administrative Assistant	1-8, 10-12	12
Administrative Assistant	1-8, 10-12	12
Master Control Operator	1-12	12
News Producer	1-8, 12	12
Production Assistant	1-8, 10-12	12

WVII-TV, WFVX-LP
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS No.	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	1
3	Mark Holloway tvjobs.com	N	1
4	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	0
5	Penobscot Indian Nation Career Development Center 5 River Road Old Town, ME 04468 207-827-7776, ext. 325	N	0
6	Beal College 99 Farm Road Bangor, ME 04401 207-307-3900	N	0
7	Greater Bangor National Organization of Women Joanne Dauphinee 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
8	Maine Human Rights Coalition 531 South Brunswick St Old Town, Me 04468	N	0
9	Career Page	N	0
10	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	0

RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	FoxBangor.com website	N	0
12	Indeed	N	25
13	Facebook	N	0
14	Internship Program <i>(as described in Section III)</i>	N	1
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			30

WVII-TV, WFVX-LP
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WVII and WFVX hosted 4 interns. 1 intern was moved to News Reporter full time, one moved to Production Assistant one time, and one did not stay at WVII and WFVX. There was 1 intern that moved to News Reporter part time.
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 a member of Master Control was trained in Production as well as Promotions. As a result of this training, this employee can now cover these positions during vacations and sick time.</p> <p>An employee in Master Control also was trained to work in the Billing Office and was then offered a full time position in the Billing Office.</p> <p>Also, one of our Administrative Assistants has been cross trained to run the studio camera during the Live Noon Newscast</p> <p>And lastly, Our Evening News Producer was trained as the Newsroom Administrative Assistant and is now currently in the position as an integral member of the Newsroom operations.</p>