

WVII-TV, WFVX-TV  
EEO Public File Report Form  
December 1, 2014 – November 30, 2015

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
Account Executive	1,2,5,7,8,9,10,11,12,13,14,15,17,19	17
Account Executive	1,2,5,7,8,9,10,11,12,13,14,15,17,19	2
Administrative Assistant	1,2,5,6,7,8,9,10,11,12,13,14,15,19,21	21
Sports Reporter	1,2,4,5,7,8,9,10,11,12,13,14,15,19	4
Sports Reporter	1,2,4,5,7,8,9,10,11,12,13,14,15,19	4
Morning News Director	1,2,5,6,7,8,9,10,12,13,14,15,19	1
Morning News Director	1,2,5,6,7,8,9,10,12,13,14,15,19	1
Evening News Producer	1,2,5,6,7,8,9,10,12,13,14,15,19	1
Reporter / Photographer	1,2,4,5,7,8,9,10,11,12,13,14,15,19,21	4
Reporter/Anchor	1,2,4,5,7,8,9,10,11,12,13,14,15,19,21	2
Reporter / Photographer	1,2,4,5,7,8,9,10,11,12,13,14,15,19,21	19
Promotion Manager	1,2,5,6,7,8,9,10,11,12,13,14,15,19	2
Morning News Anchor	1,2,4,5,7,8,9,10,11,12,13,14,15,19,21	4

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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	6
3	Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196	N	0
4	Mark Holloway tvjobs.com (all activity through Internet)	N	10
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	9
6	Classified Dept. Ellsworth American PO Box 509 Ellsworth, ME 04605 207-667-2576	N	26
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	Christine Cleckner Sanford Brown College Career Services 1345 Mendotta Heights Rd Mendota Heights, MN 55120	N	0
14	WJFW Elizabeth Evans P.O. Box 858 1400 S. Oneida Ave. Rhineland, 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	Craigslist www.craigslist.com	N	0
17	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	11
18	Society of Broadcast Engineers 9102 N. Meridian Street Suite 150 Indianapolis, IN 46260 www.sbe.org	N	0
19	FoxBangor.com website	N	5
20	Maine Edge	N	0
21	Facebook	N	2
Total Interviews Over a 12 Month Period			75

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (#5)	<p>WVII and WFVX hosted 2 interns during the reporting period.</p> <p>Intern 1 – A student from Husson University was with our company from 9/1/15 until 12/10/15. Said student received credit towards their graduation. The student's responsibilities included helping out in the newsroom where needed. This has ranged from handling phone calls to set up interviews to going on a live action shot.</p> <p>Intern 2 – A student from NESCOM was with our company from 2/9/15 until 6/15/15. Said student received credit toward their graduation. The student's responsibilities included helping out in production when needed; editing; running the teleprompter and filming if needed.</p>
2	Staff Training (#8)	<p>We have a long track record of training entry level employees so they may gain experience and later be promoted to positions of greater responsibility. For instance, all clerical people are always trained to work as a sales assistant and are also trained to work in traffic. This includes teaching all methods and practices related to traffic.</p> <p>Likewise, our traffic person is always given training in basics of accounting in order for them to be promoted to office manager. This includes tracking accounts receivable and bank deposits. Entry-level production assistants, who show promise, are trained to be promoted to work the audio board, which is a supervisory position. Audio Technicians are trained to become directors of newscasts, supervising all on duty production staff. All three of our current directors have advanced through this training program. Finally, all news reporters are given training so they may become news anchors. This includes learning techniques for reading the teleprompter, ad-libbing, and live on set interviews. One of the anchors of our 10pm news advanced through this training.</p>