

**WVH-TV, WFVX-LP**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 – November 30, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
New Reporter	1, 2, 4, 5, 10-12 15, 17, 19,21	4
News Anchor	1, 2, 4, 5, 10-12 15, 17, 19,21	4
Account Executive	1, 2, 4, 5, 10-12 15, 17, 19,21	2
Sales Assistant	1, 2, 4, 5, 10-12 15, 17, 19,21	Have not filled
Sports Reporter/Anchor	1, 2, 4, 5, 10-12 15, 17, 19,21	4
Assignment Editor	1, 2, 4, 5, 10-12 15, 17, 19,21	2
News Anchor	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)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	In-House Posting: WVH-TV Human Resources 371 Target Industrial Circle Bangor, ME 04401 207-945-6457	N	0
2	Referrals (Word of Mouth)	N	2
4	Mark Holloway tvjobs.com	N	10
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	2

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
6	Classified Dept. Ellsworth American PO Box 509 Ellsworth, Me 044605 207-667-2576	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
15	James Varner NAACP-Bangor Chapter 531 South Brunswick St Old Town, Me 04468	N	0
17	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	11
19	FoxBangor.com website	N	3
20	Maine Edge	N	0
21	Facebook	N	2
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			<b>30</b>

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<b>Internship Program</b>	<p>WVII and WFVX hosted 2 interns during the reporting period, as follows:</p> <p>Two interns were from the University of Maine. One began in May 2021 and is working past the end of the reporting period, has helped post stories to website, received and posted results to website on election night, has helped Jason on projects, has shadowed with reporters on stories, has written a couple of stories, Is learning is shoot.</p> <p>The other began in July 2021 and helped shoot sports , helped write some sports stories and get scores together for stories they read on the air. He also assisted with lining up interviews for stories and on air. He helped with editing pieces and shooting them while learning to do both better.</p> <p>All interns were supervised by members of the department in which they interned.</p>
2	<b>Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</b>	<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 Master Control were trained to work as sales assistants and our Sales assistant in our traffic department. In addition, entry-level production assistant was trained in our clerical department and promoted to Admin/Sales Asst. 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 learning techniques for reading the teleprompter, ad-libing, and conducting live, on-set interviews).</p>

