

**WVII-TV, WFVX-LP**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 – November 30, 2022**

**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, 3-14	14
Morning News Anchor	1-13	2
Account Executive	1-13	2
News Reporter	1, 3-14	14
Sports Reporter/Anchor	1, 3-13	3
Assistant News Director	1-13	2
Local Sales Manager	1, 3-13	7
Account Executive	1, 3-13	13
Master Control Operator	1-13	2
Engineering Technician	1, 3-13	1
Newsroom Administrative Assistant	1-13	2

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS No.</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: WVII-TV Human Resources 371 Target Industrial Circle Bangor, ME 04401 207-945-6457	N	2
2	Referrals (Word of Mouth)	N	6
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	Classified Dept. Ellsworth American PO Box 509 Ellsworth, Me 044605 207-667-2576	N	0
6	Penobscot Indian Nation Career Development Center 5 River Road Old Town, ME 04468 207-827-7776, ext. 325	N	0
7	TVNews Check 817-578-6324	N	2
8	Greater Bangor National Organization of Women Joanne Dauphinee 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
9	NAACP-Bangor Chapter James Varner 531 South Brunswick St Old Town, Me 04468	N	0

<b>RS No.</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>
10	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	0
11	FoxBangor.com website	N	0
12	Maine Edge 1 Cumberland St #204 Bangor, Me 04401 207-942-2901	N	0
13	Facebook	N	2
14	Internship Program <i>(as described in Section III)</i>	N	2
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			<b>15</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	<b>Internship Program</b>	<p>WVII and WFVX hosted 5 interns, all from the University of Maine, during the reporting period, as follows:</p> <p>One student began in September 2022 and is working past the end of the reporting period. This intern has helped write stories, shadowed reporters, assisted reporters in the field, come up with story ideas, and shot stories.</p> <p>Another student began in September 2022 and has made calls, assisted with election night coverage, wrote stories, shot sports stories, and learned to edit.</p> <p>Another student interned from June to July 2022; he made calls and got scores for sports, assisted with special sports content, and wrote and shot sports stories.</p> <p>Another student interned from May to August 2022; he made calls, learned how to post stories to our website, came up with story ideas, shot stories, assisted reporters, and learned to edit.</p> <p>Another student interned from September 2021 to December 2021; she made calls, learned to post stories, researched series pieces, shadowed reporters, and shot stories.</p> <p>All interns were supervised by members of the department in which they interned.</p>
<b>2</b>	<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 in Engineering. As a result of this training, one of the individuals trained was hired as an engineer. In addition, entry-level Production Assistants who show promise are trained to work the audio board, which is a supervisory position. News Reporters also received training—which</p>

		included techniques for reading the teleprompter, ad-libbing, and conducting live, on-set interviews—so they may become News Anchors.
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