

**WVII-TV, WFVX-LD**  
**EEO PUBLIC FILE REPORT**  
December 1, 2015 – November 30, 2016<sup>1</sup>

**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>
Administrative Assistant	1, 5-11, 14, 15, 17, 19	17
Regional Salesperson	1, 2, 5-11, 14, 15, 17, 19	17
Salesperson	1, 5, 7-11, 14, 15, 17, 19, 21	17
Promotion Manager	1, 5-11, 14, 15, 17, 19	19
News Reporter	1, 2, 4, 5, 7-11, 14, 15, 17, 19	2
Assistant News Director	1, 2, 5, 7-11, 14, 15, 17, 19	2
News Anchor	1, 2, 4-11, 14, 15, 19	2
New Reporter	1, 4, 5, 7-11, 14, 15, 17, 19, 21	4
News Anchor	1, 4, 5, 7-11, 14, 15, 19	4

---

<sup>1</sup> This report was revised in March 2017 to address reporting issues.

**WVH-TV, WFVX-LD**  
**EEO PUBLIC FILE REPORT**  
December 1, 2015 – November 30, 2016

**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	Internal Posting	N	5
2	Word of Mouth	N	6
3	Bangor Daily News Classified Department 491 Main St. Bangor, ME 04401 207-990-8196	N	0
4	TVJobs.com Mark Holloway	N	10
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	9
6	Belfast Republican Journal 91 Camden Street Rockland, ME 04841	N	10
7	Career Center 45 Oak St. Bangor, ME 04401 888-828-0568	N	0
8	Zonta Club PO Box 1904 Bangor, ME 04401 207-945-5663	N	0
9	University of Maine Multicultural Student Affairs Adonis Ferreira 5748 Memorial Union Orono, ME 04469-5748 207-581-14-5	N	0

<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>
10	Penobscot Indiana 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	Greater Bangor National Organization of Women Joanne Dauphinee 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
13	Sanford Brown College Career Services Christine Cleckner 1345 Mendotta Heights Rd. Mendota Heights, MN 55120	N	0
14	WJFW Elizabeth Evans PO Box 858 1400 S. Oneida Ave. Rhineland, WI 54501	N	0
15	James Varner NAACP – Bangor Chapter (Maine Human Rights Coalition) 531 South Brunswick St. Old Town, ME 04468	N	0
16	Craigslist www.craigslist.com	N	0
17	Jobs in ME Jobsinme.com Attn: Heidi Sawyer 207-591-1220	N	20

<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>
18	Society of Broadcast Engineers 9102 N. Meridian St. Suite 150 Indianapolis, IN 46260 www.sbe.org	N	0
19	Station Website	N	7
20	Maine Edge 1 Cumberland Place, Ste 204 Bangor, ME 04401	N	0
21	Unknown Referral Source (upon inquiring from SEU, interviewee was unable to identify a referral source)	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>69</b>

**WVII-TV, WFVX-LD**  
**EEO PUBLIC FILE REPORT**  
December 1, 2015 – November 30, 2016

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	During the reporting period, WVII and WFVX hosted two interns from Husson University/New England School of Communications who worked in our sports department from March 2016 through May 2016. The students' responsibilities included shooting and editing video and writing stories. The interns were supervised by members of our sports department staff.
<b>2</b>	Establish a mentoring program for station personnel	Our SEU has a long track record of training entry level employees so they may gain experience and can later be promoted to positions of greater responsibility. For instance, all clerical staff are always trained to work as sales assistants and are also trained to work in traffic. Likewise, our traffic person is always given training in basics of accounting in order for them to be promoted to office manager. 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.