

WVII-TV, WFVX-LD
EEO Public File Report Form
December 1, 2014 – November 30, 2015¹

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

¹ This Report was revised in March 2017 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS#	RS Information	Source Entitled to Vacancy Notification?	No. of Interviewees Referred by RS Over 12-Month Period
1	Internal Posting	N	6
2	Employee Referral	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	Ellsworth American Classified Department PO Box 509 Ellsworth, ME 04605 207-667-2576	N	27
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
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	13
18	Society of Broadcast Engineers 9102 N. Meridian St. Suite 150 Indianapolis, IN 46260 www.sbe.org	N	0
19	Station Website	N	5
20	Maine Edge 1 Cumberland Place, #204 Bangor, ME 04401	N	0
21	Unknown Referral Source (upon inquiring from SEU, interviewee was unable to identify a referral source)	N	2
22	Employment One 444 Stillwater Ave Bangor, ME 04401	N	0
TOTAL INTERVIEWEES			78

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (2)	<p>Our SEU hosted two interns during the reporting period.</p> <p>Intern 1 – A student from Husson University interned with us from September 2015 until February 2016 and received credit towards graduation. The student’s responsibilities included helping out in the newsroom by handling phone calls, setting up interviews, and going on a live action shot.</p> <p>Intern 2 – A student from Smith College interned with us from 6/15/15 until 9/2/15 and received credit toward graduation. The student’s responsibilities included helping out in production by editing, running the teleprompter, and filming.</p> <p>The interns were supervised by newsroom and production staff.</p>
2	Establish a mentoring program for station personnel	<p>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.</p>