

**WVII-TV, WFVX-LP**  
**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> [In this column, please fill in the numbers of all the sources <u>used</u> to fill the vacancy. Please note that the FCC asks you to identify the sources used (or contacted) for the vacancy, not just sources that produced interviewees. The numbers you will fill in for this column correspond to the numbers assigned to your recruitment sources in Part II.]	<b>RS Referring Hiree</b>
Administrative Assistant	1,5, 7,8,9,10,11,12,14,15,17,19	17
Regional Salesperson	1,5,6,7,8,9,10,11,12,14,15,17,19	17
Salesperson	1,5,6,7,8,9,10,11,12,14,15,17,19	17
Promotion Manager	1,2,5,6,7,8,9,10,11,12,14,15,17, 19	19
News Reporter	1,2,4,5,7,8,9,10,11,12,14,15,17, 19	2
Assistant News Director	1,2,5,7,8,9,10,11,12,14,15,19	2
News Anchor	1,2,5,6,7,8,9,10,11,12,14,15,19	2
New Reporter	1,4,5,7,8,9,10,11,12,14,17,15,19	4
News Anchor	1,4,5,7,8,9,10,11,12,14,15,19	4

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<sup>1</sup> This report was revised in March 2017 to include the first page was inadvertently omitted.

## II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)  [Please verify the accuracy of this column. You should answer NO unless the source has specifically requested that you notify it of your vacancies. If the source has made a specific request, you are required to honor that request, and you must answer YES in this column.]	No. of Interviewees Referred by RS over 12-month period
1	In-House Posting: WVII-TV Human Resources 371 Target Industrial Circle Bangor, ME 04401 207-945-6457	N	5
2	Referrals (Word of Mouth)	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	N	9

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6	Belfast Republican Journal 91 Camden Street Rockland, Maine 04841	N	10
7	Career Center 45 Oak Street Bangor, Maine 04401	N	0
8	Zonta Club PO Box 1904 Bangor, ME 04401	N	0
9	University of Maine Multicultural Student Affairs 5748 Memorial Union Orono, ME 04469-5748 207-581-1405	N	0
10	Penobscot Indian Nation Career Development 5 River Road Old Town, Maine 04468	N	0
11	Beal College 99 Farm Road Bangor, Maine 04401	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No) [Please verify the accuracy of this column. You should answer NO unless the source has specifically requested that you notify it of your vacancies. If the source has made a specific request, you are required to honor that request, and you must answer YES in this column.]	No. of Interviewees Referred by RS over 12-month period
12	Greater Bangor National Organization of Women 87 Sunset Strip Brewer, ME 04412	N	0
13	Sanford Brown College Career Services 1345 Mendotta Heights Rd MendottZ Heights, MN 55120	N	0
14	WJFW-TV PO BOX 858 Rhineland, WI 54501	N	0
15	James Varner Maine Human Rights Coalition 531 South Brunswick St Old Town, ME 04468	N	0
16	<a href="http://www.craigslist.com">www.craigslist.com</a>	N	0
17	<a href="http://www.JobsinME.com">www.JobsinME.com</a>	N	22
18	Society of Broadcast Engineers 3102 N. Meridean Suite 150 Indianapolis, IN 46260	N	0
19	Station Website <a href="http://www.foxbangor.com">www.foxbangor.com</a>	N	5

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20	Maine Edge 1 Cumberland Place, Ste 204 Bangor, ME 04401	N	0
21	Facebook	N	2
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			69

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program #5	WVII and WFVX hosted three interns during the reporting period. Intern 1 – a student from Husson University was with our company, within the news room, from September 2015 though February 2016. The student's responsibilities included handling public phone calls, writing news stories and editing video. Said student received class credit towards graduation. Interns 2 and 3 – students from Husson University were with our company from March 2016 through May 2016, within the sports department of our newsroom. They shot and edited video as well as wrote stories. Both students received class credit towards graduation.
2	Staff Training #8	We have a long track record of training entry level and mid level employees so they may gain experience and later be promoted to positions of greater responsibility. For instance, all clerical workers are trained to work as a sales assistant and are also trained to work in traffic. This includes teaching all methods and practices related to the traffic managers job. Likewise, our traffic manager is always given training in the basics of accounting in order for them to assume the position of office manager. This includes tracking accounts receivable and payable. This year a traffic manager was promoted to office manager. Entry level production assistants, who show promise, are always trained to work the audio board, which is a supervisory position. Audio technicians are trained to become directors, supervising all production staff. All four of our current directors have advanced through this 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.