

WVII-TV, WFVX-TV  
EEO Public File Report Form  
December 1, 2007 – November 30, 2008\*

**I. VACANCY LIST**

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

<b>JOB TITLE</b>	<b>RECRITMENT SOURCES (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Assistant	1,2,4,5,7,11,13	5
Receptionist	1,2,3,	3
Production Assistant	1,2,4,5,7,11,13	5
News-Sports Reporter	1,2,4,5,7,11,13	5
News Reporter	1,2,4,5,7,11,13	2
Production Assistant	1,2,4,5,6,7,11,13	5
Sales Executive	1,2,3,6	3

\*This report includes recruitment data collected through November 25, 2008.

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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>
<b>1</b>	In-House Posting: 371 Target Industrial Circle Bangor, ME 04401	N	0
<b>2</b>	Employee Referrals	N	1
<b>3</b>	Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196	N	13
<b>4</b>	Mark Holloway tvjobs.com (all activity through Internet)	N	6
<b>5</b>	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	4
<b>6</b>	Classified Dept. Ellsworth American PO Box 509 Ellsworth, ME 04605 207-667-2576	N	1
<b>7</b>	Career Center 45 Oak St Bangor, ME 04401 1-888-828-0568	N	0
<b>8</b>	Zonta Club PO Box 1904 Bangor, ME 04401 207-945-5663	N	0
<b>9</b>	Adonis Ferreira University of Maine Multicultural Student Affairs 5748 Memorial Union Orono, ME 04469-5748 207-581-1405	N	0
<b>10</b>	Penobscot Indian Nation Career Development Center 5 River Road Old Town, ME 04468 207-827-7776, ext 325	N	0

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<b>11</b>	Beal College 629 Main St. Bangor, ME 04401 207-947-4591	N	0
<b>12</b>	Joanne Dauphinee Greater Bangor National Organization of Women 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
<b>13</b>	Amber Luckie-Parks Brown College Career Services 1440 Northland Drive Mendota, Heights, MN 55120	N	0
<b>14</b>	WFQX Susan Trinklein 7669 S. 45 Road Cadillac, MI 49601	N	0
<b>15</b>	WJFW Marie Fields P.O. Box 858 1400 S. Oneida Ave. Rhineland, WI 54501	N	0
<b>16</b>	James Varner NAACP – Bangor Chapter 531 South Brunswick St Old Town, ME 04468	N	0
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			<b>25</b>

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WVII and WFVX hosted an intern during the reporting period. This person served with the stations' news producers, reporter/anchors, photojournalists, news assignment editors and video/commercial production personnel.
2	Participate in Job Fair	We participate in several events and programs sponsored by local educational institutions that relate to career opportunities in broadcasting. Twice each year we send a representative to participate in a Career day event held at the New England School Of Communications in Bangor. We attend a yearly Career Day held at the University of Maine in Orono. We participate in the yearly Career Day events at the United Technology Center in Bangor. We attend the annual University of Southern Maine Job Fair held in Lewiston. Six times in the last year Anchors, Reporters, Producers, and Editors from our News Department spoke to individual journalism classes at the University of Maine about opportunities in careers within the Broadcast field.
3	Staff Training	The station has a policy of promoting from within and therefore offers many internal cross training opportunities. The training programs are designed to enable station personnel to acquire skills that could qualify them for higher-level positions. In this reporting year the station has trained and promoted internally the following positions: (Production Assistant to Photographer/Editor) Training provided on non-linear editing system and shooting basics for ENG pieces. (Production Assistant to Audio/Graphics Technician) Training provided on audio board, character graphics system, and non-linear editing system. (Audio Graphics Technician to Director) Training provided on news switcher, still store system, digital encoder, and non-linear editing system. (Receptionist to Traffic Coordinator) Training provided in traffic orders, instructions and logs. Instructions on programming, tapes, formats and paid programming. (Receptionist to Office Manager) Cross training in daily/monthly cash flow and month end close. Training in programming management, human resources, accounts payable and accounts receivable. Recently our staff training program has resulted in five employees being promoted to a higher level position.