

WVII-TV, WFVX-LP
EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Director	1, 2, 4, 7-10, 12, 15, 17, 19, 21	1
Master Control Operator	1, 2, 4, 5, 7-10, 12, 15, 17, 19, 21	1
Reporter	1, 2, 4, 7-10, 12, 15, 17, 19, 21	4
Sports Reporter	1, 2, 4, 7-10, 12, 15, 17, 19, 21	17
Traffic Manager	1, 2, 4, 7-10, 12, 15, 17, 19, 21	2
Technical Director	1, 2, 4, 5, 7-10, 12, 15, 17, 19, 21	4
Account Executive	1, 2, 4, 7-10, 12, 15, 17, 19, 21	17
Newsroom Administrative Assistant	1, 2, 4, 7-10, 12, 15, 17, 19, 21	4
Engineering Technician	1, 2, 4, 5, 7-10, 12, 15, 17, 19, 21	17
Asst. Chief Engineer	1, 2, 4, 5, 7-10, 12, 15, 17, 19, 21	1
Asst. Chief Engineer	1, 2, 4, 5, 7-10, 12, 15, 17, 19, 21	17
Administrative Assistant	1, 2, 4, 7-10, 12, 15, 17, 19, 21	2

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	In-House Posting: WVH-TV Human Resources 371 Target Industrial Circle Bangor, ME 04401 207-945-6457	N	6
2	Referrals (Word of Mouth)	N	3
3	Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196	N	0
4	Mark Holloway tvjobs.com	N	7
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	0
6	Classified Dept. Ellsworth American PO Box 509 Ellsworth, Me 044605 207-667-2576	N	0
7	Career Center 45 Oak St Bangor, Me 04401 1-888-828-0568	N	0
8	Zonta Club PO Box 1904 Bangor, ME 04401 207-945-5663	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Adonis Ferreira University of Maine Multicultural Student Affairs 5748 Memorial Union Orono, ME 04469-5748 207-581-1405	N	0
10	Penobscot Indian 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	Joanne Dauphinee Greater Bangor National Organization of Women 87 Sunset Strip Brewer, ME 04412 207-989-3306	N	0
13	Christine Cleckner Sanfor Brown College Career Services 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 Bvarner NAACP-Bangor Chapter 531 South Brunswick St Old Town, Me 04468	N	0
16	Craigslist www.craigslist.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
17	JobsInME.com Attn: Heidi Sawyer 207-591-1220	N	5
18	Society of Broadcast Engineers 9102 N. Meridain Street Suite 150 Indianapolis, IN 46260 www.sbe.org	N	0
19	FoxBangor.com website	N	2
20	Maine Edge	N	0
21	Facebook	N	6
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			29

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>WVII and WFVX hosted three interns during the reporting period, as follows:</p> <p>Intern 1 - a student from Kentucky University interned in our sports department from June 2018 through August 2018. The student's responsibilities included editing systems and running cameras for sports.</p> <p>Intern 2 - a student from Husson University interned at our stations from May 2018 through Nov 2018. The student's responsibilities included editing systems and running cameras during news casts.</p> <p>Intern 3 - a student from Husson University interned in our sports department from June 2018 through Sept 2018. The student's responsibilities included shooting and editing video as well as writing stories.</p> <p>All interns were supervised by members of the department in which they interned.</p>
2	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<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 clerical staff were trained to work as sales assistants and in our traffic department. Likewise, our traffic manager was trained in the basics of accounting, a prerequisite for the position of office manager. In addition, entry-level production assistants who show promise were trained to work the audio board, which is a supervisory position. Audio technicians received training to become directors and news reporters received training</p>

		<p>so they may become news anchors (which included learning techniques for reading the teleprompter, ad-libing, and conducting live, on-set interviews).</p> <p>This year, we promoted our Asst. News Director to News Director and a Reporter to Assistant News Director.</p>
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