

WVII-TV, WFVX-TV
EEO Public File Report Form
December 1, 2005 – November 30, 2007*

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
Office Assistant	1,3,7-14	3
Sports Reporter/News Videographer	1,4-6,9-16	4
Assignment Editor	1-5,8-13,15-16	2
News Producer/Reporter	1,4,6-7,9-16	4
News Videographer	1,2,4,6-7,9-14	2
Master Control Operators	1,3,8-16	3
Administrative Assistant	1-3,10-17	3
Sales	1-2,6,10-17	2
Sports Anchor	1-2,6,10-17	4
Production Assistant	1-2,6,10-17	1
Master Control Operator	1,3,8,10-17	5
Master Control Operator	1,3,8,10-17	5
News Producer/Reporter	1,4-6, 10-14, 17	4
Administrative Assistant	1-3,10-17	3
Administrative Assistant	1-3,10-17	3

*This report includes recruitment data collected through November 27, 2007.

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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: 371 Target Industrial Circle Bangor, ME 04401	N	1
2	Employee Referrals	N	1
3	Classified Dept. Bangor Daily News 491 Main St. Bangor, ME 04401 207-990-8196	N	20
4	Mark Holloway tvjobs.com (all activity through Internet)	N	4
5	New England School of Communications One College Circle Bangor, ME 04401 207-947-6083	N	4
6	Classified Dept. Ellsworth American PO Box 509 Ellsworth, ME 04605 207-667-2576	N	0
7	Career Center 45 Oak St Bangor, ME 04401 1-888-828-0568	N	2
8	Zonta Club PO Box 1904 Bangor, ME 04401 207-945-5663	N	0
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

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11	Beal College 629 Main St. 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	Amber Luckie-Parks Brown College Career Services 1440 Northland Drive Mendota, Heights, MN 55120	N	0
14	WFQX Susan Trinklein 7669 S. 45 Road Cadillac, MI 49601	N	0
15	WJFW Marie Fields P.O. Box 858 1400 S. Oneida Ave. Rhineland, WI 54501	N	0
16	James Varner NAACP – Bangor Chapter 531 South Brunswick St Old Town, ME 04468	N	0
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			32

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training to management level personnel as to methods of ensuring equal employment Opportunity and preventing discrimination	On October 11, 2006, James Varner of the Greater Bangor Area NAACP gave a seminar to the managers of WVII/WFVX. The purpose of this session was to train station management personnel on methods of ensuring equal opportunity of employment, and preventing discrimination. Cultural sensitivities were discussed in a frank and open atmosphere. The session consisted of a lecture followed by a question-and-answer period, and also included role play exercises and written evaluations.
2	Internship Program	WVII and WFVX hosted 15 interns during the reporting period. Interns served with the stations' news producers, reporter/anchors, photojournalists, news assignment editors and video/commercial production personnel.
3	Participate in Job Fair	The station participated in the Excellence in Education Ceremony and Job Fair on April 28, 2006 at the Eastland Park Hotel. The purpose of the event was to recognize the accomplishments of recent minority college graduates as well as to market employment opportunities to them.
4	Training to management level personnel as to methods of ensuring equal employment Opportunity and preventing discrimination	Station personnel attended a seminar sponsored by the Maine Association of Broadcasters on September 16, 2006. The seminar's purpose was to familiarize those responsible for hiring with methods of ensuring equal employment opportunity and preventing discrimination.
5	Training to management level personnel as to methods of ensuring equal employment Opportunity and preventing discrimination	Office manager and Operations manager attended Rudman & Winchell's Annual Employment Seminar on November 9, 2007. The seminar's purpose was to cover: changes FMLA, Immigration I9s, disability, Workers Compensation, electronic and internet activity and noncompetition agreements.