

**WVII-TV, WFVX-LP**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 – November 30, 2019**

**I. VACANCY LIST**

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

| <b>Job Title</b>         | <b>Recruitment Sources (RS)<br/>Used to Fill Vacancy</b> | <b>RS<br/>Referring<br/>Hiree</b> |
|--------------------------|--|-----------------------------------|
| Reporter                 | 1, 2, 4, 5, 7-11, 13-15, 17, 19,21                       | 4                                 |
| Reporter                 | 1, 2, 4, 5, 7-11, 13-15, 17, 19,21                       | 4                                 |
| Reporter                 | 1, 2, 4, 5, 7-11, 13-15, 17, 19,21                       | 2                                 |
| News Producer            | 1, 2, 5-11, 13-15, 17, 19, 21                            | 21                                |
| Administrative Assistant | 1,2, 5-11, 13-15,17, 19, 21                              | 3                                 |
| Traffic Manager          | 1, 2, 5-11, 13-15, 17, 19, 21                            | 1                                 |
| Technical Director       | 1, 2, 4, 5, 7-11, 13-15, 17, 19,21                       | 2                                 |
| Technical Director       | 1, 2, 4, 5, 7-11, 13-15, 17, 19,21                       | 1                                 |
|                          |  |                                   |

## II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by<br/>RS<br/>over<br/>12-month<br/>period</b> |
|----------------------|---|--|--|
| 1                    | In-House Posting:<br>WVII-TV<br>Human Resources<br>371 Target Industrial Circle<br>Bangor, ME 04401<br>207-945-6457         | N  | 4  |
| 2                    | Referrals (Word of Mouth)   | N  | 3  |
| 4                    | Mark Holloway<br>tvjobs.com   | N  | 10   |
| 5                    | New England School of Communications<br>One College Circle<br>Bangor, ME 04401<br>207-947-6083                              | N  | 2  |
| 6                    | Classified Dept.<br>Ellsworth American<br>PO Box 509<br>Ellsworth, Me 044605<br>207-667-2576                                | N  | 9  |
| 10                   | Penobscot Indian Nation<br>Career Development Center<br>5 River Road<br>Old Town, ME 04468<br>207-827-7776, ext 325         | N  | 0  |
| 11                   | Beal College<br>99 Farm Rd.<br>Bangor, Me 04401<br>207-947-4591   | N  | 0  |
| 12                   | Joanne Dauphinee<br>Greater Bangor National<br>Organization of Women<br>87 Sunset Strip<br>Brewer, ME 04412<br>207-989-3306 | N  | 0  |

| <b>RS<br/>Number</b>                         | <b>RS Information</b>   | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by<br/>RS<br/>over<br/>12-month<br/>period</b> |
|--|---|--|--|
| 15   | James Bvarner<br>NAACP-Bangor Chapter<br>531 South Brunswick St<br>Old Town, Me 04468 | N  | 0  |
| 17   | JobsInME.com<br>Attn: Heidi Sawyer<br>207-591-1220                                    | N  | 13   |
| 19   | FoxBangor.com<br>website  | N  | 3  |
| 20   | Maine Edge  | N  | 0  |
| 21   | Facebook  | N  | 2  |
| <b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b> |   |  | <b>46</b>  |

### III. RECRUITMENT INITIATIVES

|   | TYPE OF RECRUITMENT INITIATIVE<br>(MENU SELECTION)   | BRIEF DESCRIPTION OF ACTIVITY  |
|---|--|--|
| 1 | <b>Internship Program</b>  | <p>WVII and WFVX hosted 2 interns during the reporting period, as follows:</p> <p>Both interns were from the University of Maine. They began in September 2019 and worked past the end of the reporting period. They worked on a special project that touched the News/Public Service and Production departments. They wrote and helped produced unique broadcast pieces related to the bi-centennial, the 200<sup>th</sup> anniversary of Maine becoming the 23<sup>rd</sup> state to join the union in 1820. They were supervised by the General Manager of the television stations.</p> <p>All interns were supervised by members of the department in which they interned.</p>   |
| 2 | <b>Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</b> | <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. Therefore our Admin Assist was promoted to Traffic Manager. 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. Therefore we promoted with in to a News Producer. Audio technicians received training to become directors and news reporters received training so they may become news anchors (which included learning techniques for reading the teleprompter, ad-libbing, and conducting live, on-set interviews).</p> |