

WLBZ
EEO PUBLIC FILE REPORT
November 21, 2015 - November 20, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive - WLBZ	2-5, 7-18, 21-31	9
MMJ - Reporter - WLBZ	1-5, 7-8, 10-29, 31	1
MMJ - Reporter - WLBZ	1-5, 7-8, 10-29, 31	20
Sales Account Executive - WLBZ	2-8, 10-19, 21-29, 31	6

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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 Reporting Period
1	Application already on file	N	1
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
3	Colby College 4140 Mayflower Hill Waterville, Maine Email : career@colby.edu Tammi-Lynn Hamm	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
6	Employee Referral	N	2
7	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com . Email : slizik@602communications.com Career Services	N	0
8	Husson College - New England School of Communication One College Circle, PO Box 3631 Bangor, Maine Phone : 888-877-1876 Url : http://www.nescom.edu/ Email : bill@nescom.edu Bill Devine	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indeed.com - Not Directly Contacted by SEU	N	1
10	Maine Human Rights Commission 51 State House Station Augusta, Maine Phone : 207-624-6050 Url : www.maine.gov/mhrc Fax : 1-207-624-8729 Patricia Ryan	N	0
11	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
12	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : naffaa12@gmail.com Mr. Jon Melegrito	N	0
13	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
14	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : ncnwhq@ncnw.org National Council Negro Women	N	0
15	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0

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16	Otis College of Art & Design 9045 Lincoln Blvd. Los Angeles, California Phone : 310.665.6962 Url : www.otis.edu/index Email : careerservices@otis.edu -	N	0
17	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
18	Southern Maine Community College 2 Fort Road South Portland, Maine Phone : 1-877-282-2182 Url : www.smccme.edu Email : sbannon@smccme.edu Sharon Bannon	N	0
19	St. Joseph's College 278 White's Bridge Road Standish, Maine Phone : 207-893-6637 Url : ww.sjcme.edu Email : tnovak@sjcme.edu Tom Novak	N	0
20	Station Website	N	1
21	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : www.syr.edu/career Email : belichti@syr.edu Bridget Lichtinger	N	0
22	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0

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23	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
24	UMaine Farmington 248 Main Street Farmington, Maine Phone : 207-778-7034 Url : http://chd.umf.maine.edu/career Email : umfcareers@maine.edu Stephen Davis	N	0
25	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : info@upo.org Regina Parker	N	0
26	University College of Bangor 1 University Drive Bangor, Maine Phone : 207-621-3154 Url : http://www.uma.edu/CareerAdvising.html Email : fraser@maine.edu Sherry Fraser	N	0
27	University of Maine Systems - Career Center 5748 Memorial Union Orono, Maine Phone : 207-581-1355 207-888-8635 Url : umaine.edu/career Email : counihan@umit.maine.edu Patty Counihan	N	0
28	University of New England 716 Stevens Avenue Portland, Maine Phone : 207-221-4339 Email : mpecora@une.edu Marcie Pecora	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	WLBZ/WCSH Websites Maine Career Service Manual Posting	N	0
30	Word of Mouth Referral	N	1
31	WorkChoices PO Box 241 Waterboro, Maine Email : workchoices@sacoriver.net Sandra Jorgensen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

WLBZ**EEO PUBLIC FILE REPORT****November 21, 2015 - November 20, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/29/2015	Establishment of training programs for station personnel	Training is available to employees in all departments and requests for training are solicited by human resources and department heads on a regular basis.	1	
2	1/1/2016	Participation in other activities designed by the station employment unit	WLBZ produced on-air announcement directed toward community organizations that distribute information on employment opportunities. This :15 public service announcement runs on-air each month.	1	Programming
3	2/3/2016	Participation in Job Fairs	Station participated in the University of Maine's Career Fair. The day long job fair had hundreds of students in attendance and provided participants an opportunity to speak with over 50 students to discuss careers in broadcasting.	2	GM Director of Marketing & Promotions
4	6/1/2016	Establishment of training programs for station personnel	May/June 2016 – The General Manager, Accounting Manager, Local Sales Manager and Promotion/Production Manager participated in the TEGNA Online Ethics Training.	4	GM Accounting Manager LSM Marketing Director
5	6/13/2016	Provision of training to management	General Managers Summit - three days - TEGNA Now Topics included recruiting and retaining talent, content transformation and leadership lessons, among others.	1	GM
6	9/1/2016	Participation in other activities designed by the station employment unit	WLBZ partnered with New England School of Communications in the production of our 2 Those Who Care awards program. This community recognition project was created to recognize the power and spirit of volunteering. The program was held at the college in the Gracie Theatre and 12 students were given the opportunity for hands on training in producing a live event that was later edited and broadcast on WLBZ. Students participated in camera operation, sound mixing, lighting, technical directing, and stage management.	1	Director of Marketing
7	9/1/2016	Establishment of training programs for station personnel	WCSH & WLBZ Director of Sales attended "Clarity in Chaos" at Tegna HQ in McLean Virginia.	1	Director of Sales

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8	9/21/2016	Establishment of training programs for station personnel	September 2016 – The General Manager, Accounting Manager, and Promotion/Production Manager participated in the TEGNA Employee Connect training.	3	GM Marketing Director, Accounting Manager
9	10/27/2016	Provision of training to management	Corporate Labor Relations conducted training for managers on Harassment and Discipline in the work place. 3.5 hour session covered prevention, performance improvement plans and fairness in managing.	6	All Managers