

WLBZ
EEO PUBLIC FILE REPORT
November 21, 2016 - November 20, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
MMJ - Reporter - WLBZ	1-2, 4-5, 7-8, 10, 12-18, 20-31, 33-34, 37-38	26
MMJ - Reporter - WLBZ	1-2, 4-5, 7-8, 10, 12-18, 20-31, 33-34, 37-38	8
Sales Account Manager - WLBZ	2-5, 7, 10, 12-18, 20-23, 25, 27-34, 36- 37	3
Sales Account Manager - WLBZ	2-5, 7, 10, 12-18, 20-23, 25, 27-34, 36- 37	36
Creative Services Producer	2, 4-5, 9-15, 17, 20, 22, 25-35, 37	35
Multi-Skilled Journalist	2, 4-6, 8-10, 12-15, 17, 19-20, 22-23, 25-34, 37	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Career Fair	N	1
4	Colby College 4140 Mayflower Hill Waterville, Maine Email : career@colby.edu Tammi-Lynn Hamm	N	0
5	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
6	Corporate Recruiter	N	1
7	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
8	Employee Referral	N	3
9	Glassdoor.com Glassdoor.com USA, California Glassdoor.com Glassdoor.com Manual Posting	N	0

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10	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
11	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : editor@hispaniclink.org Charlie Erickson	N	0
12	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
13	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
14	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
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	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
18	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
19	Non-Employee Referral	N	1
20	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
21	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

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22	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
23	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
24	Station Website	N	1
25	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : www.syr.edu/career Email : belichti@syr.edu Bridget Lichtinger	N	0
26	TEGNA.com 7950 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	2
27	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
28	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

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29	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
30	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
31	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
32	University of Maine Augusta 46 University Drive Augusta, Maine 04330 Phone : 207-621-3130 Url : www.uma.maine.edu Email : haley.brown@maine.edu Fax : 1-207-621-3171 Haley Brown	N	0
33	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
34	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
35	Unknown (source not adequately identified upon inquiry by SEU)	N	1
36	Unknown Referral Source	N	1
37	WLBZ/WCSH Websites Maine Career Service Manual Posting	N	0
38	WorkChoices PO Box 241 Waterboro, Maine Email : workchoices@sacoriver.net Sandra Jorgensen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/9/2016	Participation in events or programs sponsored by educational institutions	The General Manager spoke to a group of seventeen faculty fellows at the University of Maine about what to expect from the news media and how to prepare for and handle a media interview. Also spoke about opportunities within the station. Two sessions: 12/9/16 and 2/10/17.	1	General Manager
2	1/19/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course. Please allow approximately 30 to 45 minutes to complete the course. Everyone was given 60 days from January 19, 2017 to complete the course requirement.	20	All Employees
3	1/31/2017	Establishment of training programs for station personnel	Entire sales team attended Center for Sales Strategy training to further develop their sales and prospecting skills.	5	Local Sales Manager Account Executive Account Executive Account Executive
4	2/1/2017	Participation in Job Fairs	University of Maine Career Fair 2/1/17. The NEWS CENTER Maine booth featured displays about careers at the station, and we engaged a few dozen students in discussions about job possibilities and intern availabilities.	2	General Manager Marketing Director
5	3/20/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	20	All Employees
6	4/8/2017	Participation in events sponsored by community groups	Journalist represented NEWS CENTER in a Dancing with Stars fundraiser on 4/8/17. Talked about career tracks into television and journalist careers.	1	Multi-Skilled Journalist

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7	4/14/2017	Participation in events or programs sponsored by educational institutions	Multi-skilled journalist spoke to 8th graders at Merrimack Valley Middle School in Penacook, NH on 4/14/17. He talked about his job at NEWS CENTER, including what he does, and what education it requires.	1	Multi-Skilled Journalist
8	6/17/2017	Establishment of training programs for station personnel	All news staff attended TEGNA Digital Training at WCSH 6 on 1/17/17 in Portland, ME.	15	All News Staff
9	6/27/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation	1	Group HR Director
10	6/28/2017	Establishment of training programs for station personnel	News and Marketing Directors attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of the viewing community.	2	News Director Marketing Director
11	7/11/2017	Participation in other activities designed by the station employment unit	Provided tours to seven Stillwater Academy students 7/11/17 and 15 homeschooled students on 8/30/17. Discussed careers in the broadcast and journalist industry.	1	General Manager
12	7/22/2017	Participation in events sponsored by community groups	Multi-skilled journalist emceed the Ronald McDonald House annual walk and kids 5K. Discussed career opportunities and tracks into the broadcast industry.	1	Multi-Skilled Journalist
13	8/15/2017	Establishment of training programs for station personnel	Aug. 15, 16, & 17 - Attended the TEGNA Innovation Summit in McLean to brainstorm ways to innovate local news.	1	News Director

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14	9/22/2017	Establishment of training programs for station personnel	Multi-skilled journalist attended the Poynter TV Power Reporting Academy from 9/22-24 in St Petersburg FL. She received feedback on her work, she learned how to sharpen her writing and storytelling skills, learned how to enterprise stories and look beyond the obvious, tried ways of covering daily news. Of course, Poynter focuses on ethical decision-making skills and adding diverse voices to stories.	1	Multi-Skilled Journalist
15	10/5/2017	Participation in other activities designed by the station employment unit	WLBZ 2 held the two Those Who Care volunteer awards at Husson University on 10/5/2017. We used eight students in production positions for the show after we coached them through rehearsals. We gave them a true production experience and discussed opportunities within the media and broadcast industry.	2	Marketing Director Creative Services Director