

EEO PUBLIC FILE REPORT

FOR

**WMTW-TV
and
WPXT-TV**

This EEO Public File Report
Covers the Period
December 1, 2018 – November 30, 2019

EEO Annual Public File Report

WMTW and WPXT

This EEO Public File Report is filed in Stations WMTW and WPXT's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending November 30, 2019 (the "Reporting Period") for WMTW and WPXT.

Sections I through III of the attached report are intended to provide the information required by the FCC's EEO Rule. Sections I and II contain the following information for each full-time vacancy:

- * The vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Section III contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Donna Rideout, at (207) 835-3770.

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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
Assistant Assignment Editor Open Date: 7/18/2018 Hire Date: 5/6/2019	2-4, 6-7, 9-10, 12-31	14
Sales Account Associate-Entry Level Open Date: 10/19/2018 Hire Date: 1/14/2019	1-4, 6-7, 10-14, 16-31	6
Assistant Newscast Director Open Date: 11/16/2018 Hire Date: 6/17/2019	2-4, 6-7, 10, 12-31	6
Multi Media Journalist Open Date: 11/28/2018 Hire Date: 4/1/2019	1-7, 10, 12-13, 15-31	5
Photographer Open Date: 3/11/2019 Hire Date: 6/3/2019	2-4, 6-7, 10, 12-13, 15-31	6
Anchor Reporter Open Date: 3/18/2019 Hire Date: 11/1/2019	2-4, 6-7, 10, 12-31	6
Reporter Open Date: 3/18/2019 Hire Date: 10/1/2019	2-4, 6-8, 10, 12-13, 15-31	8
Photographer Open Date: 3/21/2019 Hire Date: 6/17/2019	2-4, 6-7, 10, 12-13, 15-31	18
Photographer Open Date: 3/21/2019 Hire Date: 6/17/2019	2-4, 6-7, 10, 12-13, 15-31	18
Account Executive Open Date: 4/30/2019 Hire Date: 5/13/2019	1-4, 6-7, 10, 12-13, 15-30	6
Assistant Newscast Director Open Date: 7/3/2019 Hire Date: 11/4/2019	2-4, 6-7, 10, 12-31	14
Newscast Director Open Date: 7/15/2019 Hire Date: 9/12/2019	2-3, 6-8, 10, 12-31	8
Producer Open Date: 7/15/2019 Hire Date: 8/26/2019	1-4, 6-7, 10, 12-13, 15-31	6
Account Executive Open Date: 8/22/2019 Hire Date: 11/4/2019	1-3, 6-8, 10, 12-13, 15-31	8

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Producer Open Date: 8/23/2019 Hire Date: 11/13/2019	1-3, 6-7, 10, 12-13, 15-31	6
Production Assistant Open Date: 9/13/2019 Hire Date: 11/11/2019	2-3, 6-8, 10, 12-13, 15-31	8
Assistant Newscast Director Open Date: 9/13/2019 Hire Date: 10/28/2019	1-3, 6-8, 10, 12-13, 15-31	8
Producer Open Date: 9/27/2019 Hire Date: 10/1/2019	1-4, 6-7, 10, 12-13, 15-31	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	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 919-217-4438 Email : slizik@602communications.com Career Services	N	0
2	AAJA 5Th 3rd Street Suite 1108 San Francisco, California 94103 Corp Recruiter Manual Posting	N	0
3	Allies, Inc./ Maine Career Center 185 Lancaster Street Portland, Maine 04101 Phone : 207-347-3277 Will Brillant Manual Posting	Y	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
5	Broadcasting & Cable 11 West 42nd Street New York, New York Phone : 845-678-3334 Url : https://www.broadcastingcable.com/ Michael Demenchuk Manual Posting	N	1
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-625-5818 Email : htv.careers@hearst.com Human Resources	N	11
7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	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
8	Current Employee	N	5
9	Early Student Success Office P O Box 9300 Portland, Maine 04104-9300 Phone : 207-780-4040 Email : earlystudy@usm.maine.edu Jean Kerrigan	N	0
10	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	2
11	Employee Referral	N	1
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	Greater Portland CareerCenter 151 Jetport Blvd Portland, Maine 04102 Phone : (207) 882-3300 Email : portland.careercenter@maine.gov Career Services	Y	0
14	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	6
15	Maine Civil Liberties Union 401 Cumberland Ave Portland, Maine 04101 Phone : 207-774-5444 Fax : 1-207-774-1103 Nina Pickering	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	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilston	Y	0
17	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323-284-5589 Email : info@media-match.com Career Services	N	0
18	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	2
19	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 888-281-9066 Career Services Manual Posting	N	0
20	NE School of Communications 1 College Circle Bangor, Maine 04401 Phone : 888-877-1876 Email : devineb@nescom.edu Bill Devine	N	0
21	New Ventures Maine 175 Main St South Portland, Maine 04106 Phone : 207-799-5025 Email : lisa.Sweet@maine.edu Lisa Sweet	Y	0
22	Portland CareerCenter, Vets Program 185 Lancaster Street Portland, Maine 04104-2453 Phone : 207-347-3244 Email : Mark.J.Cafiso@Maine.gov Mark Cafiso	Y	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
23	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
24	Southern Maine Comm.College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny	Y	0
25	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
26	TV Jobs P O Box 4116 Oceanside, California 92052-4116 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Hollaway Manual Posting	N	0
27	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
28	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	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	Work Opportunities 124 Maine St Suite 7A Brunswick, Maine 04011 Phone : 207-373-1442 Email : Careers@Workopportunities.Net. Jesus Laurelez	N	0
30	Work Opportunities Unlimited 110 Main Street Suite 1220A Saco, Maine 04072 Phone : 207-282-8864 Email : nmastrella@workopportunities.net Nick Mastrella	Y	0
31	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			28

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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	1/1/2019	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role. Station personnel provided training and one Sales Account Associate from the station participated as a trainee during the reporting period	3	General Sales Manager Local Sales Manager Digital Sales Manager
2	1/28/2019	Participation in events or programs sponsored by educational institutions	Job Shadow - 3 days with Videographer - Sophomore from Santa Monica College	1	Chief Photographer
3	1/31/2019	Participation in events or programs sponsored by educational institutions	January 2019 Weather At Your School Presentations 01/04/19 - Auburn Middle School 01/17/19 - Levey Day School 01/18/19 - Mildred Day School 01/24/19 - Canal School 01/25/19 - Jameson School	3	Meteorologist Meteorologist Satellite Truck Operator
4	2/28/2019	Participation in events or programs sponsored by educational institutions	February 2019 Weather At Your School presentations 02/01/19 - Woolwich Central School 02/07/19 - Cushing Community School 02/08/19 - Kennebunk Elementary 02/14/19 - Montello Elementary 02/15/19 - Richmond Middle School 02/28/19 - Great Slat Bay Community School	3	Meteorologist Meteorologist Satellite Truck Operator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	3/7/2019	Co Sponsoring Job Fair	University of Southern Maine Spring Job Fair sponsor. In addition to attending the job fair, the station promoted the event by airing promotional spots at no charge during the week prior to the job fair. The station also produced and aired a story about the job fair in our local news on the day of the fair.	6	Business Manager Creative Services Director News Director Operations Manager
6	3/20/2019	Participation in events or programs sponsored by educational institutions	Job Shadow - 3 days with Assignment Editor - Sophomore from Yarmouth High School	1	Assignment Editor
7	3/20/2019	Participation in events or programs sponsored by educational institutions	Job Shadow - 3 days with Meteorologist - Junior from Yarmouth High School	1	Chief Meteorologist
8	3/30/2019	Participation in events or programs sponsored by educational institutions	March 2019 Weather At Your School presentations 03/01/19 - Lyseth Elementary School 03/07/19 - Deering High School 03/08/19 - Saccarappa Elementary 03/15/19 - Presumpscot Elementary 03/21/19 - Narragansett School 03/22/19 - Durham Community School 03/29/19 - Poland Community School	3	Meteorologist Meteorologist Satellite Truck Operator
9	4/15/2019	Participation in events sponsored by community groups	Station Tour - Boy Scouts - 2 Scouts earning their Film making/Broadcast badge	1	Operations Manager
10	4/30/2019	Participation in events or programs sponsored by educational institutions	Job Shadow - 1 Day with Meteorologist - Sophomore from Lawrence High School	1	Meteorologist
11	4/30/2019	Participation in events or programs sponsored by educational institutions	April 2019 Weather At Your School presentations 04/04/19 - Coffin Elementary School 04/05/19 - Strong Elementary School 04/11/19 - The Riley School 04/12/19 - Guy E Rowe School 04/25/19 - St Brigid School 04/26/19 - Burchard Dunn School	3	Meteorologist Meteorologist Satellite Truck Operator

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12	5/2/2019	Participation in events or programs sponsored by educational institutions	Off site presentation to a 5th grade classroom - CK Burns School, Saco Maine. Spoke with a 5th grade class about journalism, the news writing process and about a career as a news reporter.	1	Reporter
13	5/30/2019	Participation in events or programs sponsored by educational institutions	May 2019 Weather At Your School presentations 05/02/19 - Winthrop Grade School 05/03/19 - Georgetown Central School 05/09/19 - Dirigo Elementary 05/10/19 - Riverview Community School 05/16/19 - Oakhill Middle School 05/17/19 - Congin School 05/23/19 - Monmouth Middle School	3	Meteorologist Meteorologist Satellite Truck Operator
14	9/30/2019	Participation in events or programs sponsored by educational institutions	September 2019 Weather At Your School presentations 09/19/19 - Saccarappa Elementary 09/20/19 - Gilbert School 09/26/19 - Woodstock Elementary 09/27/19 - Lillian Hussy School	3	Meteorologist Meteorologist Satellite Truck Operator
15	10/17/2019	Participation in events or programs sponsored by educational institutions	Off Site Presentation - University of New England - guest lecture. Lecture included information about the Broadcast Industry as a whole as well as a focus on local advertising. Advertising portion included information about how to sell ad time and what it takes to become a Broadcast Account Executive.	2	General Manager General Sales Manager
16	10/31/2019	Participation in events or programs sponsored by educational institutions	October 2019 Weather at Your School presentations 10/04/19 - North Berwick Elementary 10/10/19 - Sanford Junior High School 10/24/19 - Walton Elementary 10/25/19 - WG Mallet School	3	Meteorologist Meteorologist Satellite Truck Operator
17	11/11/2019	Participation in events or programs sponsored by educational institutions	Student from Cony High School - Job Shadow with the weather department	2	Meteorologist Meteorologist