

EEO PUBLIC FILE REPORT

FOR

**WMTW-TV  
and  
WPXT-TV**

This EEO Public File Report  
Covers the Period  
December 1, 2024 – November 30, 2025

## EEO Annual Public File Report

### WMTW and WPXT

This EEO Public File Report is filed in Stations WMTW and WPXT's online public inspection files 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, 2025 (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 Bouchard, at (207) 835-3770 or [donna.bouchard@hearst.com](mailto:donna.bouchard@hearst.com).

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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
Local News Photographer Open Date: 11/28/2023 Hire Date: 1/1/2025	1-8, 10, 13-15, 18-24, 26-36	14
Newscast Director Open Date: 5/7/2024 Hire Date: 1/13/2025	1-8, 10, 13, 15-24, 26-36	6
Maintenance Technician Open Date: 8/2/2024 Hire Date: 2/24/2025	1-8, 10, 13-15, 17-24, 26-36	6
Local News Producer Open Date: 9/16/2024 Hire Date: 12/5/2024	1-5, 7-8, 10, 13-15, 17-36	14
Assistant Assignment Editor Open Date: 9/16/2024 Hire Date: 2/3/2025	1-8, 10, 13, 15-36	6
Broadcast Maintenance Engineer Open Date: 9/30/2024 Hire Date: 2/10/2025	1-8, 10, 13, 15-24, 26-36	6
Local News Producer Open Date: 10/11/2024 Hire Date: 12/17/2024	2-3, 5-8, 10, 13, 15-36	6
Local News Photographer Open Date: 11/22/2024 Hire Date: 3/10/2025	2-3, 5-8, 10, 13, 15, 17-36	6
Account Executive Open Date: 1/22/2025 Hire Date: 7/28/2025	1-8, 10, 13, 15, 17-24, 26-36	6
Newscast Director Open Date: 2/3/2025 Hire Date: 6/9/2025	1-8, 10, 13, 15-24, 26-36	6
Multimedia Journalist Open Date: 3/28/2025 Hire Date: 7/28/2025	1-8, 10, 12-13, 15, 17-24, 26-36	12
Local News Photographer Open Date: 3/31/2025 Hire Date: 9/1/2025	1-5, 7-8, 10, 12-15, 17-24, 26-36	12
Local News Producer Open Date: 3/31/2025 Hire Date: 8/4/2025	1-8, 10-11, 13, 15, 17-24, 26-36	6
Account Executive Open Date: 6/2/2025 Hire Date: 9/7/2025	1-8, 10-11, 13, 15, 17-24, 26-36	11

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator Open Date: 6/17/2025 Hire Date: 7/13/2025	1-5, 7-10, 13-15, 17-24, 26-36	9
Master Control Operator Open Date: 6/17/2025 Hire Date: 8/4/2025	1-5, 7-10, 13-15, 17-24, 26-36	14
Local News Producer Open Date: 7/31/2025 Hire Date: 9/22/2025	1-5, 7-8, 10-11, 13, 15, 17-36	11
Master Control Operator Open Date: 8/6/2025 Hire Date: 8/17/2025	1-5, 7-8, 10, 13-15, 17-36	14
Master Control Operator Open Date: 8/22/2025 Hire Date: 10/20/2025	1-8, 10, 13, 15, 17-24, 26-36	6
Master Control Operator Open Date: 10/9/2025 Hire Date: 11/2/2025	1-5, 7-10, 13, 15, 17-36	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications Graeme Newell 3339 E. Wickieup Lane Phoenix, Arizona 85050 Phone : 919-217-4438 Email : gnewell@602communications.com Career Services	N	0
2	Allies, Inc./ Maine Career Center 185 Lancaster Street Portland, Maine 04101 Phone : 207-347-3277 Will Brilliant Manual Posting	Y	0
3	American University 4400 Massachusetts Ave NW Washington, District of Columbia 20016 Phone : (202) 885-1000 Career Services Manual Posting	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
5	Boston University 232 Bay State Rd Boston, Massachusetts Phone : 617-353-2000 Career Services Manual Posting	N	0
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-625-5818 Email : htv.careers@hearst.com Human Resources	N	20
7	Central Maine Community College 1250 Turner Street Auburn, Maine 04210 Phone : 207.755.5100 Career Center Manual Posting	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	Colby College 4000 Mayflower Hill Drive Waterville, Maine 04901 Career Services Manual Posting	N	0
9	Current Employee	N	3
10	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
11	Former Intern	N	3
12	Google 1600 Amphitheatre Parkway Mountain View, California Phone : 650-253-0000 Url : www.google.com Career Services Manual Posting	N	2
13	Greater Portland Career Center 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	7
15	Ithaca College 953 Danby Rd Ithaca, New York 14850 Phone : 607-274-3365 Url : http://www.ithaca.edu/careers Career Services Manual Posting	N	0

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16	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Career Services	N	6
17	Maine Association of Broadcasters 91 Auburn Street Suite J #1150 Portland, Maine 04103 Tim Moore Manual Posting	N	0
18	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
19	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 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	Northern Vermont University-Lyndon 1001 College Road Lyndonville, Vermont 05851 Phone : 802-626-6413 Career Center Manual Posting	N	0

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23	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0
24	Portland Career Center, Vets Program 185 Lancaster Street Portland, Maine 04104-2453 Phone : 207-347-3244 Email : Mark.J.Cafiso@Maine.gov Mark Cafiso	Y	0
25	Producers Guild of America 8530 Wilshire Blvd, Suite 400 Beverly Hills, California 90211 Phone : .310-358-9020 Andrew Mahlmann Manual Posting	N	0
26	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
27	Southern Maine Community College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny	Y	0
28	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0

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29	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Phone : 215-204-7981 Url : <a href="https://www.temple.edu/">https://www.temple.edu/</a> Career Services Manual Posting	N	0
30	TV Jobs P O Box 4116 Oceanside, California 92052-4116 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Hollaway Manual Posting	N	0
31	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
32	University of Maine Career Center 5748 Memorial Union, Suite 300 Orono, Maine 04469 Phone : 207-581-1353 Kate Foster Manual Posting	N	0
33	University of Michigan 515 E Jefferson St Ann Arbor, Michigan Career Services Manual Posting	N	0
34	Work Opportunities 124 Maine St Suite 7A Brunswick, Maine 04011 Phone : 207-373-1442 Email : <a href="mailto:Careers@Workopportunities.Net">Careers@Workopportunities.Net</a> . Jesus Laurelez	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
35	Work Opportunities Unlimited 110 Main Street Suite 1220A Saco, Maine 04072 Phone : 207-282-8864 Email : nmastrella@workopportunities.net Nick Mastrella	Y	0
36	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/23/2025	Participation in events or programs sponsored by educational institutions	High School student attended a job shadow day with a reporter.	1	Reporter
2	Ongoing Event	Establishment of training programs for station personnel	Station personnel have access to a company internal learning management system, Hearst EDGE. Personnel have various assigned trainings to complete as well as self-led trainings. Topics include, communication skills, technical skills, creative, diversity, ethics, leadership and personal growth. Completion of these courses lead to personal and professional development of personnel and can lead to further growth within the company.	25	News Director Digital Sales Manager General Sales Manager General Manager
3	3/6/2025	Participation in events or programs sponsored by educational institutions	Attended and promoted the University of Southern Maine spring job fair.	3	General Sales Manager Operations Manager Business Manager
4	3/20/2025	Participation in events or programs sponsored by educational institutions	Attended an Industry Insights event at Syracuse University. News Director was on a panel of media professionals at college event organized to share information with students about careers and available job opportunities in the broadcast industry.	1	News Director
5	Ongoing Event	Establishment of a mentoring program	Beginning on April 1, 2025, Hearst Television offered a 6-month mentorship program. The goal was to build productive relationships across the company. Employees benefited through career development support, by working in a diverse and inclusive environment, and through Hearst Television's leadership value of helping others succeed. WMTW/WPXT had 14 participants in the mentorship program who were either "Mentors" or "Mentees."	14	News Director Anchor/Reporter General Sales Manager Meteorologist
6	4/16/2025	Participation in events or programs sponsored by educational institutions	University of Southern Maine student attended a 1 day job shadow with various station department managers.	6	General Sales Manager Creative Services Director Operations Manager Business Manager

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7	4/19/2025	Establishment of an intern program designed to assist members of the community	Student participated in the WMTW-TV College Internship Program Spring session. Student from the University of New England. The curriculum included orientation and an in-depth observational and participatory day-to-day look at a television broadcast operation. Guest instructors included WMTW-TV producers, reporters and other staff.	4	Executive Producer Anchor Photographer Director
8	5/29/2025	Participation in events or programs sponsored by educational institutions	Presented at a Career Day to a 5th grade class at C K Burns school in Saco, Maine.	2	News Director Photographer
9	6/27/2025	Participation in events or programs sponsored by educational institutions	Welcomed a local high school senior for a 1 day job shadow with an Anchor at the station.	1	Anchor
10	7/30/2025	Establishment of an intern program designed to assist members of the community	Two (2) students participated in the WMTW-TV College Internship Program Summer session. Students were from the University of Georgia and Liberty University. The curriculum included orientation and an in-depth observational and participatory day-to-day look at a television broadcast operation. Guest instructors included WMTW-TV producers, reporters and other staff.	4	Executive Producer Reporter Chief Photographer Meteorologist
11	8/12/2025	Participation in events or programs sponsored by educational institutions	Welcomed a local high school senior for a 1 day job shadow with an Executive Producer at the station.	1	Executive Producer
12	10/2/2025	Participation in events or programs sponsored by educational institutions	Guest speakers and presenters at Cape Elizabeth High School.	2	News Director Anchor
13	10/16/2025	Participation in events or programs sponsored by educational institutions	Attended an Industry Exploration event at University of New England. Attendees shared information with students about careers and available job and intern opportunities in the broadcast industry.	2	News Director Business Manager

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14	10/16/2025	Participation in events or programs sponsored by educational institutions	Guest speakers and presenters at a career day at Piscataquis Community School.	1	Producer
15	10/23/2025	Participation in events or programs sponsored by educational institutions	Guest speaker to a group of seniors at New House School of Public Communications. This event was held on two different days, 10/20/25 and 10/23/25 with a different group of students each day.	1	Producer
16	11/3/2025	Participation in events or programs sponsored by educational institutions	Sales Managers were guest speakers at an Advertising class for students attending the University of New England	2	General Sales Manager Digital Sales Manager
17	11/5/2025	Participation in events or programs sponsored by educational institutions	Station Anchor/Reporter was a guest speaker in an Intro to Media Studies class at the University of Southern Maine	1	Anchor/Reporter