

EEO PUBLIC FILE REPORT

FOR

WMTW(TV)

This EEO Public File Report
Covers the Period
November 29, 2016 – November 28, 2017

EEO Annual Public File Report

WMTW(TV)

This EEO Public File Report is filed in Station WMTW(TV)'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 28, 2017 (the "Reporting Period").

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) 514-1332.

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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
Anchor/Reporter Open Date: 6/9/2016 Hire Date: 5/17/2017	2-10, 12, 14-27	23
Account Executive Open Date: 11/9/2016 Hire Date: 3/6/2017	1-7, 9-10, 12-27	13
Assistant Assignment Editor Open Date: 11/9/2016 Hire Date: 1/23/2017	2-7, 9-27	5
Anchor/Reporter Open Date: 11/9/2016 Hire Date: 3/8/2017	2-10, 12, 14-27	8
Digital Client Specialist Open Date: 11/14/2016 Hire Date: 2/13/2017	2-10, 12-27	13
Production Assistant Director Open Date: 12/7/2016 Hire Date: 1/23/2017	2-10, 12, 14-27	8
Production Assistant Open Date: 1/24/2017 Hire Date: 3/20/2017	2-10, 12, 14-27	8
Anchor/Reporter Open Date: 2/13/2017 Hire Date: 4/10/2017	2-3, 5-7, 9-10, 12-27	23
Account Executive Open Date: 2/13/2017 Hire Date: 8/7/2017	1-3, 5-7, 9-10, 12, 14-27	23
Assistant Assignment Editor Open Date: 5/9/2017 Hire Date: 8/1/2017	2-10, 12, 15-27	8

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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 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 Brilliant Manual Posting	Y	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : - Email : htv.careers@hearst.com Human Resources	N	12
6	Collective Talent 26150 Hersheyvale Franklin, Michigan Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	Creative Work Systems 443 Congress St. Portland, Maine 04101 Phone : 207-282-4173 Email : hr@creativeworksystems.com Fax : 1-207-879-1146 Scott Ferris	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Current Employee	N	8
9	Early Student Success Office P O Box 9300 Portland, Maine 04104-9300 Email : earlystudy@usm.maine.edu Jean Kerrigan	Y	0
10	Emerson College 216 Tremont St Boston, Massachusetts Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
11	Employee Referral	N	2
12	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
13	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	11
14	Maine Media Women P O Box 1444 Camden, Maine 04843 Phone : 207-763-2779 Email : jlindsay@midcoast.com Carole Hollundbaek	N	0
15	Media Line PO Box 51909 Pacific Grove, California Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilston	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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
17	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : . Career Services Manual Posting	N	0
18	NE School of Communications 1 College Circle Bangor, Maine 04401 Phone : 888-877-1876 Email : devineb@nescom.edu Bill Devine	N	0
19	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
20	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
21	Southern Maine Comm.College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny	Y	0
22	Syracuse University Suite 344 Syracuse, New York 13244-1030 Phone : 315-443-1941 Don Edwards Manual Posting	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	TV Jobs P O Box 4116 Oceanside, California Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Hollaway Manual Posting	N	6
24	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
25	Work Choices PO Box 241 Waterboro, Maine 04087 Phone : (207) 621-5087 Email : Garret.J.Oswald@Maine.gov Garret Oswald	Y	0
26	Work Opportunities 124 Maine St Suite 7A Brunswick, Maine 04011 Phone : 207-373-1442 Email : Careers@Workopportunities.Net . Jesus Laurelez	N	0
27	Work Opportunities Unlimited 110 Main Street Suite 1300 D Saco, Maine 04072 Phone : 207-282-8864 Email : Mfernandez@WorkOpportunities.net Megan Fernandez	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			39

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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	12/6/2016	Participation in events or programs sponsored by educational institutions	Weather At Your School visit to Ocean Avenue Elementary	1	Meteorologist
2	1/31/2017	Participation in events or programs sponsored by educational institutions	Weather At Your School visit to Jameson School	1	Meteorologist
3	2/17/2017	Participation in events or programs sponsored by educational institutions	Job shadow for a Middle school student from Memorial Middle School with a meteorologist	1	Meteorologist
4	2/23/2017	Participation in events or programs sponsored by educational institutions	Attended a Skype presentation to a media class at Montclair State University	1	Creative Services Director
5	3/2/2017	Co Sponsoring Job Fair	University of Southern Maine job fair sponsor and promoter of the event.	4	Business Manager News Director General Sales Manager Operations Manager
6	4/13/2017	Participation in events or programs sponsored by educational institutions	Attended an Agricultural Career Fair at Lake Region Vocational Center	1	Meteorologist
7	6/26/2017	Participation in events or programs sponsored by educational institutions	Job Shadow for high school student	6	News Director Director of Engineering Satellite Truck Operator Videographer
8	8/3/2017	Establishment of an intern program designed to assist members of the community	Summer Internship for University of Southern Maine Student starting in June and running through August for a total number of 271 hours.	18	General Sales Manager Creative Services Director Operations Manager Business Manager