

EEO PUBLIC FILE REPORT

FOR

**WMTW-TV
and
WPXT-TV***

This EEO Public File Report
Covers the Period
November 29, 2017 – November 30, 2018

*WPXT was acquired and became part of the WMTW employment unit as of September 21, 2018

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, 2018 (the "Reporting Period") for WMTW. The licensee acquired WPXT as of September 21, 2018. As such, WPXT became part of the employment unit as of that date, and this Report includes WPXT EEO activities from September 21, 2018 through November 30, 2018.

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
Newscast Director Open Date: 8/4/2017 Hire Date: 3/19/2018	2-7, 9-10, 12, 15-16, 18-19, 21, 23, 25-28, 30-32	5
Reporter Open Date: 8/8/2017 Hire Date: 1/1/2018	2-10, 12, 15-16, 18-19, 21, 23, 25-28, 30-32	8
Account Executive Open Date: 12/13/2017 Hire Date: 1/8/2018	1-7, 9-12, 15-16, 18-19, 21, 23, 25-28, 30-33	11
Meteorologist Open Date: 2/8/2018 Hire Date: 6/2/2018	2-3, 5-7, 9-10, 12, 15-16, 18-19, 21, 23, 25-33	27
Executive Producer Open Date: 3/1/2018 Hire Date: 4/16/2018	2-3, 5-13, 15-16, 18-19, 21, 23, 25-33	8
Reporter Open Date: 3/26/2018 Hire Date: 8/6/2018	2-3, 5-7, 9-13, 15-16, 18-19, 21, 23, 25-33	13
Utility Engineer Open Date: 4/11/2018 Hire Date: 10/15/2018	2-3, 5-12, 14-16, 18-19, 21, 23-33	8
Producer Open Date: 4/18/2018 Hire Date: 6/18/2018	2-3, 5-7, 9-12, 14-16, 18-19, 21, 23, 25-33	5
Account Executive Open Date: 5/3/2018 Hire Date: 7/23/2018	1-3, 5-7, 9-16, 18-23, 25-33	11
Producer Open Date: 5/29/2018 Hire Date: 7/1/2018	2-3, 5-7, 9-10, 12, 14-16, 18-19, 21, 23, 25-33	5
Master Control Operator Open Date: 6/7/2018 Hire Date: 8/27/2018	2-3, 5-7, 9-10, 12, 14-19, 21, 23, 25-33	5
Producer Open Date: 6/14/2018 Hire Date: 7/1/2018	2-3, 5-7, 9-10, 12-19, 21, 23, 25-33	13
Assistant Newscast Director Open Date: 7/16/2018 Hire Date: 11/5/2018	2-6, 8-12, 14-19, 21, 23, 25-33	5
Photographer Open Date: 7/16/2018 Hire Date: 9/4/2018	2-6, 9-19, 21, 23, 25-33	13

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Director Open Date: 7/18/2018 Hire Date: 11/5/2018	2-6, 8-10, 12, 14-19, 21, 23, 25-33	8
Utility Engineer Open Date: 7/19/2018 Hire Date: 9/21/2018	2-6, 8-10, 12, 14-19, 21, 23-33	8
Producer Open Date: 8/21/2018 Hire Date: 10/15/2018	2-6, 9-10, 12-21, 23, 25-33	13
Account Executive Open Date: 9/20/2018 Hire Date: 9/25/2018	1-6, 8, 10, 12, 14-19, 21, 23, 25-33	8
Producer Open Date: 10/15/2018 Hire Date: 11/1/2018	2-6, 10, 12-19, 21, 23, 25-33	13

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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 Prong 2 Start Date: 4/26/2011	Y	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@bates.ctc.edu Roland Robinson	N	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-625-5818 Email : htv.careers@hearst.com Human Resources	N	13
6	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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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
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 Prong 2 Ended Date: 6/15/2018	N	0
8	Current Employee	N	9
9	Early Student Success Office P O Box 9300 Portland, Maine 04104-9300 Phone : 207-780-4040 Email : earlystudy@usm.maine.edu Jean Kerrigan Prong 2 Ended Date: 8/22/2018	N	0
10	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
11	Employee Referral	N	9
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 : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Maine Civil Liberties Union 401 Cumberland Ave Portland, Maine 04101 Phone : 207-774-5444 Fax : 1-207-774-1103 Nina Pickering	N	0
15	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilston Prong 2 Start Date: 5/1/2003	Y	0
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	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
18	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 888-281-9066 Career Services Manual Posting	N	0
19	NE School of Communications 1 College Circle Bangor, Maine 04401 Phone : 888-877-1876 Email : devineb@nescom.edu Bill Devine	N	0
20	Non-Employee Referral	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Portland CareerCenter, Vets Program 185 Lancaster Street Portland, Maine 04104-2453 Phone : 207-347-3244 Email : Mark.J.Cafiso@Maine.gov Mark Cafiso Prong 2 Start Date: 5/1/2003	Y	0
22	Previous Employee	N	1
23	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
24	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, Illinois 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
25	Southern Maine Comm.College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny Prong 2 Start Date: 4/26/2011	Y	0
26	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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27	TV Jobs P O Box 4116 Oceanside, California 92052-4116 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Hollaway Manual Posting	N	1
28	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
29	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 Prong 2 Start Date: 1/22/2018	Y	0
30	Work Choices PO Box 241 Waterboro, Maine 04087 Phone : (207) 621-5087 Email : Garret.J.Oswald@Maine.gov Garret Oswald Prong 2 Start Date: 4/26/2011	Y	0
31	Work Opportunities 124 Maine St Suite 7A Brunswick, Maine 04011 Phone : 207-373-1442 Email : Careers@Workopportunities.Net . Jesus Laurelez	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
32	Work Opportunities Unlimited 110 Main Street Suite 1300 D Saco, Maine 04072 Phone : 207-282-8864 Email : Mfernandez@WorkOpportunities.net Megan Fernandez Prong 2 Start Date: 4/26/2011	Y	0
33	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:			44

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/24/2018	Participation in events or programs sponsored by educational institutions	News job shadow from Central Maine Community College	1	Chief Photographer	0.25
2	2/16/2018	Participation in events or programs sponsored by educational institutions	Weather job shadow from Memorial Middle School.	1	Meteorologist	0.25
3	3/1/2018	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 Operations Manager News Director Director of Engineering	1.00
4	4/5/2018	Participation in events or programs sponsored by educational institutions	News job shadow from Spruce Mountain High School	1	Reporter	0.25
5	4/11/2018	Participation in events or programs sponsored by educational institutions	News job shadow from Mahoney Middle School.	1	Anchor/reporter	0.25
6	4/11/2018	Participation in events or programs sponsored by educational institutions	Weather job shadow from Mahoney Middle School.	1	Meteorologist	0.25
7	5/2/2018	Participation in events or programs sponsored by educational institutions	Career day at South Portland High School	2	Business Manager Operations Manager	0.25
8	5/16/2018	Participation in events or programs sponsored by educational institutions	Job Shadow from Falmouth High School with Sports	1	Sports producer/anchor	0.25
9	6/1/2018	Participation in events or programs sponsored by educational institutions	Job Shadow with a student from Cape Elizabeth High School with sports for 2 weeks	2	Sports producer/anchor Sports videographer/Editor	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
10	7/31/2018	Establishment of an intern program designed to assist members of the community	Hosted intern from University of Southern Maine for 60 hours.	10	Commercial Production Executive Producer Director Videographer	1.00
11	7/31/2018	Establishment of an intern program designed to assist members of the community	Hosted intern from Endicott College for 120 hours	16	General Sales Manager Videographer Director Assignment Editor	1.00
12	7/31/2018	Establishment of an intern program designed to assist members of the community	Hosted second intern from University of Southern Maine for 30 hours.	6	Videographer Reporter Executive Producer Creative Services Director	1.00
13	11/8/2018	Co Sponsoring Job Fair	University of Southern Maine job fair sponsor and participant. 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.	3	Business Manager General Sales Manager Creative Services Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						7.00