

EEO PUBLIC FILE REPORT

FOR

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

This EEO Public File Report  
Covers the Period  
December 1, 2019 – November 30, 2020

## **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, 2020 (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
Account Executive Open Date: 8/22/2019 Hire Date: 3/9/2020	1-3, 5, 7-9, 11, 13, 15-21, 23, 25-26, 28 -34	5
Producer Open Date: 8/23/2019 Hire Date: 1/6/2020	1-3, 5, 7, 9, 11, 13, 15-21, 23, 25-26, 28 -34	5
Writer Producer Open Date: 8/27/2019 Hire Date: 12/9/2019	1-3, 5, 7, 9, 11, 13, 15-21, 23, 25-26, 28 -34	5
Anchor Reporter Open Date: 12/10/2019 Hire Date: 5/4/2020	2-5, 7, 9-11, 13-18, 20-21, 23, 25-26, 28-34	14
Anchor Reporter Open Date: 1/21/2020 Hire Date: 6/1/2020	2-9, 11, 13, 15-18, 20-34	8
Assistant Newscast Director Open Date: 2/18/2020 Hire Date: 4/27/2020	2-7, 9-13, 15-18, 20-23, 25-34	12
Anchor Reporter Open Date: 6/11/2020 Hire Date: 10/1/2020	2-9, 11, 13, 15-18, 20-23, 25-34	8
Account Executive Open Date: 9/1/2020 Hire Date: 10/12/2020	2-7, 9, 11, 13, 15-18, 20-23, 25-34	5

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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 Phone : 415-346-2051 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	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-625-5818 Email : htv.careers@hearst.com Human Resources	N	14
6	Central Maine Community College 1250 Turner Street Auburn, Maine 04210 Phone : 207.755.5100 Career Center Manual Posting	N	0
7	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> 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	4
9	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
10	Employee Referral	N	2
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Former Employee	N	1
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	1
15	Maine Civil Liberties Union 401 Cumberland Ave Portland, Maine 04101 Phone : 207-774-5444 Fax : 1-207-774-1103 Nina Pickering	N	0
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

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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	0
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	Northern Vermont University-Lyndon 1001 College Road Lyndonville, Vermont 05851 Phone : 802-626-6413 Career Center Manual Posting	N	0
23	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

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24	Producers Guild of America 8530 Wilshire Blvd, Suite 400 Beverly Hills, California 90211 Phone : .310-358-9020 Andrew Mahlmann Manual Posting	N	0
25	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
26	Southern Maine Community College 2 Fort Rd South Portland, Maine 04106 Phone : 207-741-5626 Email : HR@smccME.edu Denise Reny	Y	0
27	Southern Maine Community College 2 Fort Road South Portland, Maine 04106 Phone : 207-741-5500 Career Center Manual Posting	N	0
28	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
29	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
30	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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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	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
33	Work Opportunities Unlimited 110 Main Street Suite 1220A Saco, Maine 04072 Phone : 207-282-8864 Email : <a href="mailto:nmastrella@workopportunities.net">nmastrella@workopportunities.net</a> Nick Mastrella	Y	0
34	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</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	12/31/2019	Participation in events or programs sponsored by educational institutions	Dec 2019 Weather at Your School presentations 12/06/19 - Turner Elementary School, Turner, ME 12/12/19 - Woolwich Central School, Woolwich, ME 12/13/19 - Carl J Lamb School, Sanford, ME 12/19/19 - Great Salt Bay Community School, Damariscotta, ME 12/20/19 - Lincoln Elementary School, Augusta, ME	3	Meteorologist Meteorologist Satellite Truck Operator
2	1/31/2020	Participation in events or programs sponsored by educational institutions	Jan 2020 Weather at Your School presentations 01/10/20 - Falmouth Elementary - Falmouth, ME 01/17/20 - Coastal Ridge Elementary, York, ME 01/23/20 - Woodside Elementary - Topsham, ME 01/24/20 - Waterboro Elementary - Waterboro, ME 01/30/20 - Falmouth Corner Pre-school, Falmouth, ME 01/31/20 - Buxton Center Elementary - Buxton, ME	3	Meteorologist Meteorologist Satellite Truck Operator
3	2/29/2020	Participation in events or programs sponsored by educational institutions	Feb 2020 Weather at Your School presentations 02/14/20 - Jameson School - Old Orchard Beach, ME 02/26/20 - Presumpscot School - Portland, ME 02/27/20 - St James School - Biddeford, ME 02/28/20 - Mollockett School - Fryeburg, ME	3	Meteorologist Meteorologist Satellite Truck Operator
4	3/5/2020	Co Sponsoring Job Fair	University of Southern Maine job fair sponsor and participant. In addition to managing a booth at 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.	4	Business Manager General Sales Manager Creative Services Director News Director

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5	3/11/2020	Participation in events or programs sponsored by educational institutions	Tour and interview for 2 Saco Middle School students	1	Anchor/reporter
6	3/31/2020	Participation in events or programs sponsored by educational institutions	Mar 2020 Weather at Your School presentations 03/02/20 - Rowe School- Portland, ME 03/05/20 - Auburn Middle School - Auburn, ME 03/06/20 - East End Community School - Portland, ME 03/12/20 - Young School - Saco, ME 03/13/20 - Oxford Hills Middle School - South Paris, ME	3	Meteorologist Meteorologist Satellite Truck Operator
7	7/1/2020	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This is a comprehensive 14 week training program with defined topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	1	Local Sales Manager
8	9/9/2020	Participation in events sponsored by community groups	Guest speaker for a Communications class at Southern Maine Community College	1	News Director
9	9/16/2020	Participation in events or programs sponsored by educational institutions	Emerson College virtual career fair	1	News Director
10	9/17/2020	Participation in events or programs sponsored by educational institutions	Virtual Career Fair for Emerson College	1	News Director
11	10/15/2020	Participation in events or programs sponsored by educational institutions	Guest speakers and presenters in an Advertising and Marketing class at the University of New England.	2	General Sales Manager Digital Sales Manager