

EEO PUBLIC FILE REPORT

FOR

**WMTW-TV
and
WPXT-TV**

This EEO Public File Report
Covers the Period
December 1, 2020 – November 30, 2021

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, 2021 (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: 1/2/2020 Hire Date: 11/15/2021	1-3, 5, 7-9, 11, 13-14, 17-29, 31-33, 36-38	7
Weekend Anchor Reporter Open Date: 7/10/2020 Hire Date: 12/6/2020	2-3, 7-11, 13-15, 18-24, 26-29, 31-33, 36-38	10
Producer Open Date: 10/19/2020 Hire Date: 12/20/2020	2-3, 5, 7-8, 11, 14, 17-24, 26-29, 31-33, 36-38	7
Account Executive Open Date: 10/29/2020 Hire Date: 2/1/2021	3, 8, 11, 14-15, 18-24, 26-29, 31-33, 36-38	15
Account Executive Open Date: 12/22/2020 Hire Date: 6/7/2021	3, 8, 11-12, 14, 17-18, 20-24, 26-27, 29, 31-33, 36-38	12
Producer Open Date: 3/26/2021 Hire Date: 7/6/2021	1-3, 5, 7-9, 11-12, 14, 17-24, 26-27, 29, 31-33, 36-38	12
Account Executive Open Date: 4/16/2021 Hire Date: 7/12/2021	3, 5, 7-8, 11, 14-15, 18-24, 26-27, 29, 31-33, 36-38	15
Digital Client Specialist Open Date: 5/28/2021 Hire Date: 7/18/2021	3-6, 8-11, 14, 16, 18-24, 26-27, 29-30, 32-33, 36-38	10
Producer Open Date: 6/11/2021 Hire Date: 7/6/2021	3-9, 11, 14, 16-24, 26-27, 29-30, 32-34, 36-38	7
Reporter Open Date: 6/17/2021 Hire Date: 10/27/2021	2-9, 11, 14-16, 18-24, 26-27, 29-34, 36-38	7
Multimedia Journalist Open Date: 7/1/2021 Hire Date: 10/4/2021	2-9, 11, 14-24, 26-27, 29-34, 36-38	7
Producer Open Date: 7/14/2021 Hire Date: 11/15/2021	3-6, 8-9, 11, 14-24, 26-27, 29-30, 32-34, 36-38	15
Account Executive Open Date: 7/27/2021 Hire Date: 8/16/2021	3-6, 8-9, 11, 14, 16-24, 26-27, 29-30, 32-38	35
Producer Open Date: 9/10/2021 Hire Date: 10/12/2021	2-6, 8-9, 11, 14-24, 26-27, 29-38	35

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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	American University 4400 Massachusetts Ave NW Washington, District of Columbia 20016 Phone : (202) 885-1000 Career Services Manual Posting	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
6	Boston University 232 Bay State Rd Boston, Massachusetts Phone : 617-353-2000 Career Services Manual Posting	N	0
7	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-625-5818 Email : htv.careers@hearst.com Human Resources	N	21

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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	Central Maine Community College 1250 Turner Street Auburn, Maine 04210 Phone : 207.755.5100 Career Center Manual Posting	N	0
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Current Employee	N	2
11	Emerson College 216 Tremont St Boston, Massachusetts 02116 Phone : 617-824-8586 Katherine Tanner Manual Posting	N	0
12	Employee Referral	N	2
13	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
14	Greater Portland Career Center 151 Jetport Blvd Portland, Maine 04102 Phone : (207) 882-3300 Email : portland.careercenter@maine.gov Career Services	Y	0
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	10

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16	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
17	Maine Civil Liberties Union 401 Cumberland Ave Portland, Maine 04101 Phone : 207-774-5444 Fax : 1-207-774-1103 Nina Pickering	N	0
18	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
19	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
20	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
21	NE School of Communications 1 College Circle Bangor, Maine 04401 Phone : 888-877-1876 Email : devineb@nescom.edu Bill Devine	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
29	Syracuse University 900 South Crouse Ave Suite 344 Syracuse, New York 13244 Phone : 315-443-1941 Don Edwards Manual Posting	N	0
30	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Phone : 215-204-7981 Url : https://www.temple.edu/ Career Services Manual Posting	N	0
31	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
32	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
33	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
34	University of Maine Career Center 5748 Memorial Union, Suite 300 Orono, Maine 04469 Phone : 207-581-1353 Kate Foster Manual Posting	N	0
35	Word of Mouth Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	New Ventures Maine 175 Main St South Portland, Maine 04106 Phone : 207-799-5025 Email : lisa.Sweet@maine.edu Lisa Sweet	Y	0
23	Northern Vermont University-Lyndon 1001 College Road Lyndonville, Vermont 05851 Phone : 802-626-6413 Career Center 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	Southern Maine Community College 2 Fort Road South Portland, Maine 04106 Phone : 207-741-5500 Career Center Manual Posting	N	0

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36	Work Opportunities 124 Maine St Suite 7A Brunswick, Maine 04011 Phone : 207-373-1442 Email : Careers@Workopportunities.Net. Jesus Laurelez	N	0
37	Work Opportunities Unlimited 110 Main Street Suite 1220A Saco, Maine 04072 Phone : 207-282-8864 Email : nmastrella@workopportunities.net Nick Mastrella	Y	0
38	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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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	2/1/2021	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	Business Manager
2	3/24/2021	Provision of training to management	Attended a State Broadcast Association webinar focusing on station EEO requirements	2	General Manager Business Manager
3	4/6/2021	Provision of training to management	Station training for Department Managers regarding EEO requirements	4	General Sales Manager News Director Operations Manager Creative Services Director
4	4/6/2021	Participation in events or programs sponsored by educational institutions	Employee was a guest speaker in a class at Mid Maine Technical Center and addressed, among other things, career opportunities in broadcasting.	1	Promotions Writer
5	5/8/2021	Participation in events or programs sponsored by educational institutions	Employee was part of an alumni panel for students at Emerson College and addressed, among other things, career opportunities in broadcasting.	1	Anchor/Reporter
6	5/19/2021	Participation in events or programs sponsored by educational institutions	Employee was a participant in a virtual career day at South Portland High School as well as so other surrounding schools	1	Business Manager
7	9/30/2021	Participation in events or programs sponsored by educational institutions	September 2021 Weather At Your School Presentations 09/23/21 - Gilbert School - Augusta ME 09/30/21 - Waterboro Elementary School-Waterboro, ME	2	Meteorologist Satellite Truck Operator

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8	9/30/2021	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	General Sales Manager
9	9/30/2021	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	Assistant News Director
10	10/21/2021	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

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11	10/31/2021	Participation in events or programs sponsored by educational institutions	October 2021 Weather At Your School presentations 10/07/21-Great Salt Bay Community School-Damariscotta, ME 10/08/21-Narragansett School-Gorham, ME 10/13/21-Mast Landing School-Freeport, ME 10/14/21-Cillian P Hussey School-Augusta, ME 10/20/21-Congin School-Westbrook, ME 10/21/21-W G Mallet School-Farmington, ME 10/28/21-Wells Junior High School	2	Meteorologist Satellite Truck Operator