

EEO PUBLIC FILE REPORT

FOR

**WMTW-TV  
and  
WPXT-TV**

This EEO Public File Report  
Covers the Period  
December 1, 2023 – November 30, 2024

## **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, 2024 (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 or [drideout@hearst.com](mailto:drideout@hearst.com).

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**WMTW-TV, WPXT-TV**  
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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>                                                              | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------|
| Sales Account Associate<br>Open Date: 9/22/2022<br>Hire Date: 2/12/2024       | 1-5, 7, 9, 11, 15, 17-18, 20-21, 23-27,<br>29, 31-40       | 18                            |
| Reporter<br>Open Date: 1/24/2023<br>Hire Date: 1/1/2024                       | 1-5, 7, 9, 11, 15-18, 20-21, 23-27, 29,<br>31-40           | 18                            |
| Multimedia Journalist<br>Open Date: 7/14/2023<br>Hire Date: 12/10/2023        | 2-8, 11, 15-17, 20-21, 23-40                               | 6                             |
| Local News Photographer<br>Open Date: 9/26/2023<br>Hire Date: 12/4/2023       | 1-5, 7-8, 10-11, 15-17, 20-21, 23-27,<br>29, 31-40         | 16                            |
| Meteorologist<br>Open Date: 11/7/2023<br>Hire Date: 1/15/2024                 | 2-3, 5-8, 11, 15, 17, 20-21, 23-29, 31-<br>40              | 6                             |
| Anchor/Reporter<br>Open Date: 11/7/2023<br>Hire Date: 9/29/2024               | 2-3, 5-8, 11, 14-15, 17-18, 20-21, 23-<br>29, 31-40        | 6                             |
| Local News Reporter<br>Open Date: 11/28/2023<br>Hire Date: 9/3/2024           | 1-8, 11, 15, 17-18, 20-21, 23-27, 29, 31<br>-40            | 6                             |
| Assistant Chief Engineer<br>Open Date: 11/30/2023<br>Hire Date: 1/1/2024      | 1-5, 7-8, 10-11, 15, 17, 20-21, 23-27,<br>29-40            | 10                            |
| General Sales Manager<br>Open Date: 12/13/2023<br>Hire Date: 7/16/2024        | 2-3, 5-8, 10-12, 15, 17, 20-21, 23-27,<br>29, 31-40        | 12                            |
| Broadcast Maintenance Engineer<br>Open Date: 1/5/2024<br>Hire Date: 3/24/2024 | 2-3, 5-8, 11, 13-15, 17-18, 20-21, 23-40                   | 18                            |
| Local News Producer<br>Open Date: 1/11/2024<br>Hire Date: 7/18/2024           | 1-8, 11, 15, 17-18, 20-21, 23-27, 29, 31<br>-40            | 6                             |
| Local News Producer<br>Open Date: 2/12/2024<br>Hire Date: 6/10/2024           | 2-3, 5-8, 11, 15-17, 20-21, 23-29, 31-40                   | 16                            |
| Local News Reporter<br>Open Date: 3/26/2024<br>Hire Date: 7/7/2024            | 1-8, 10-11, 15, 17, 20-21, 23-27, 29, 31<br>-40            | 6                             |
| Local News Photographer<br>Open Date: 3/26/2024<br>Hire Date: 5/6/2024        | 1-5, 7-8, 10-11, 15, 17, 20-21, 23-27,<br>29, 31-40        | 10                            |

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**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| <b>Job Title</b>                                                        | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|-------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------|
| Meteorologist<br>Open Date: 4/2/2024<br>Hire Date: 5/19/2024            | 2-8, 10-11, 15-18, 20-21, 23-27, 29, 31-40                 | 10                            |
| Digital Content Manager<br>Open Date: 4/11/2024<br>Hire Date: 7/7/2024  | 2-3, 5-8, 10-11, 15, 17-18, 20-21, 23-29, 31-40            | 10                            |
| Local News Photographer<br>Open Date: 4/18/2024<br>Hire Date: 5/28/2024 | 1-8, 11, 15-17, 20-29, 31-40                               | 6                             |
| Local News Photographer<br>Open Date: 4/19/2024<br>Hire Date: 5/13/2024 | 1-8, 11, 15, 17, 20-29, 31-40                              | 6                             |
| Executive Producer<br>Open Date: 7/2/2024<br>Hire Date: 9/23/2024       | 1-8, 10-11, 15, 17, 19-21, 23-29, 31-40                    | 10                            |

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

| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1                    | 602 Communications<br>Graeme Newell 3339 E. Wickieup Lane<br>Phoenix, Arizona 85050<br>Phone : 919-217-4438<br>Email : gnewell@602communications.com<br>Career Services | N                                                                    | 0                                                                           |
| 2                    | Allies, Inc./ Maine Career Center<br>185 Lancaster Street<br>Portland, Maine 04101<br>Phone : 207-347-3277<br>Will Brilliant<br>Manual Posting                          | Y                                                                    | 0                                                                           |
| 3                    | American University<br>4400 Massachusetts Ave NW<br>Washington, District of Columbia 20016<br>Phone : (202) 885-1000<br>Career Services<br>Manual Posting               | N                                                                    | 0                                                                           |
| 4                    | Bates College Broadcast/Production Program<br>1101 S Yakima Ave<br>Tacoma, Washington 98405<br>Phone : 253-680-7761<br>Email : kwitkoe@Batestech.edu<br>Ken Witkoe      | N                                                                    | 0                                                                           |
| 5                    | Boston University<br>232 Bay State Rd<br>Boston, Massachusetts<br>Phone : 617-353-2000<br>Career Services<br>Manual Posting                                             | N                                                                    | 0                                                                           |
| 6                    | Careers.HearstTelevision.com<br>214 N. Tryon St<br>Charlotte, North Carolina 28202<br>Phone : 704-625-5818<br>Email : htv.careers@hearst.com<br>Human Resources         | N                                                                    | 32                                                                          |
| 7                    | Central Maine Community College<br>1250 Turner Street<br>Auburn, Maine 04210<br>Phone : 207.755.5100<br>Career Center<br>Manual Posting                                 | N                                                                    | 0                                                                           |

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

| <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> |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 8                | Colby College<br>4000 Mayflower Hill Drive<br>Waterville, Maine 04901<br>Career Services<br>Manual Posting                                                                                                                                                                         | N                                                        | 0                                                               |
| 9                | Collective Talent<br>26150 Hersheyvale<br>Franklin, Michigan 48025<br>Phone : 813-254-9695<br>Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a><br>Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a><br>Michael Bille | N                                                        | 0                                                               |
| 10               | Current Employee                                                                                                                                                                                                                                                                   | N                                                        | 9                                                               |
| 11               | Emerson College<br>216 Tremont St<br>Boston, Massachusetts 02116<br>Phone : 617-824-8586<br>Katherine Tanner<br>Manual Posting                                                                                                                                                     | N                                                        | 0                                                               |
| 12               | Employment Agency                                                                                                                                                                                                                                                                  | N                                                        | 2                                                               |
| 13               | EntertainmentCareers.net<br>2118 Wilshire Blvd #401<br>Santa Monica, California 90403<br>Url : <a href="https://www.entertainmentcareers.net/">https://www.entertainmentcareers.net/</a><br>Career Services                                                                        | N                                                        | 1                                                               |
| 14               | Google<br>Google<br>Mountain View, California<br>Url : <a href="http://www.google.com">www.google.com</a><br>Career Services<br>Manual Posting                                                                                                                                     | N                                                        | 4                                                               |
| 15               | Greater Portland Career Center<br>151 Jetport Blvd<br>Portland, Maine 04102<br>Phone : (207) 882-3300<br>Email : <a href="mailto:portland.careercenter@maine.gov">portland.careercenter@maine.gov</a><br>Career Services                                                           | Y                                                        | 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> |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 16               | Indeed.com<br>177 Broad Street 6th Floor<br>Stamford, Connecticut 06901<br>Phone : 203-328-2691<br>Url : www.indeed.com<br>Career Services<br>Manual Posting | N                                                        | 9                                                               |
| 17               | Ithaca College<br>953 Danby Rd<br>Ithaca, New York 14850<br>Phone : 607-274-3365<br>Url : http://www.ithaca.edu/careers<br>Career Services<br>Manual Posting | N                                                        | 0                                                               |
| 18               | LinkedIn.com<br>2029 Stierlin Court<br>Mountain View, California 94043<br>Phone : 650-687-3600<br>Career Services                                            | N                                                        | 15                                                              |
| 19               | Maine Association of Broadcasters<br>91 Auburn Street Suite J #1150<br>Portland, Maine 04103<br>Tim Moore<br>Manual Posting                                  | N                                                        | 0                                                               |
| 20               | Media Match<br>8112 1/2 West 3rd Street<br>Los Angeles, California 90048<br>Phone : 323-284-5589<br>Email : info@media-match.com<br>Career Services          | N                                                        | 0                                                               |
| 21               | MediaBistro<br>825 8th Avenue 29th Floor<br>New York, New York 10019<br>Phone : (800) 205-7792<br>Career Services<br>Manual Posting                          | N                                                        | 0                                                               |
| 22               | National Press Photographers Association<br>120 Hooper Street<br>Athens, Georgia 30602<br>Phone : 706-542-2506<br>Akili Ramsess<br>Manual Posting            | 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> |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 23               | NE School of Communications<br>1 College Circle<br>Bangor, Maine 04401<br>Phone : 888-877-1876<br>Email : devineb@nescom.edu<br>Bill Devine                          | N                                                        | 0                                                               |
| 24               | New Ventures Maine<br>175 Main St<br>South Portland, Maine 04106<br>Phone : 207-799-5025<br>Email : lisa.Sweet@maine.edu<br>Lisa Sweet                               | Y                                                        | 0                                                               |
| 25               | Northern Vermont University-Lyndon<br>1001 College Road<br>Lyndonville, Vermont 05851<br>Phone : 802-626-6413<br>Career Center<br>Manual Posting                     | N                                                        | 0                                                               |
| 26               | Northwestern University<br>620 Lincoln Street<br>Evanston, Illinois 60208<br>Phone : 847-491-5785<br>Dainne Siekmann<br>Manual Posting                               | N                                                        | 0                                                               |
| 27               | Portland Career Center, Vets Program<br>185 Lancaster Street<br>Portland, Maine 04104-2453<br>Phone : 207-347-3244<br>Email : Mark.J.Cafiso@Maine.gov<br>Mark Cafiso | Y                                                        | 0                                                               |
| 28               | Producers Guild of America<br>8530 Wilshire Blvd, Suite 400<br>Beverly Hills, California 90211<br>Phone : .310-358-9020<br>Andrew Mahlmann<br>Manual Posting         | N                                                        | 0                                                               |
| 29               | RecruitMilitary<br>422 West Loveland Ave<br>Loveland, Ohio 45140<br>Phone : 5136835020<br>Robert Walker<br>Manual Posting                                            | 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> |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 30               | Society of Broadcast Engineers<br>9102 North Meridian Street, Suite 150<br>Indianapolis, Illinois 46260<br>Phone : 317-846-9000<br>Url : <a href="http://www.sbe.org">www.sbe.org</a><br>Scott Jones                              | N                                                        | 0                                                               |
| 31               | Southern Maine Community College<br>2 Fort Rd<br>South Portland, Maine 04106<br>Phone : 207-741-5626<br>Email : <a href="mailto:HR@smccME.edu">HR@smccME.edu</a><br>Denise Reny                                                   | Y                                                        | 0                                                               |
| 32               | Syracuse University<br>900 South Crouse Ave Suite 344<br>Syracuse, New York 13244<br>Phone : 315-443-1941<br>Don Edwards<br>Manual Posting                                                                                        | N                                                        | 0                                                               |
| 33               | Temple University<br>1801 N Broad St<br>Philadelphia, Pennsylvania 19122<br>Phone : 215-204-7981<br>Url : <a href="https://www.temple.edu/">https://www.temple.edu/</a><br>Career Services<br>Manual Posting                      | N                                                        | 0                                                               |
| 34               | TV Jobs<br>P O Box 4116<br>Oceanside, California 92052-4116<br>Phone : 800-374-0119<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Mark Hollaway<br>Manual Posting                                         | N                                                        | 0                                                               |
| 35               | University of Colorado at Boulder<br>1511 University Avenue #478 UCB<br>Boulder, Colorado 80309<br>Phone : (303) 492-5480<br>Url : <a href="http://colorado.edu/">http://colorado.edu/</a><br>Christine Mahoney<br>Manual Posting | Y                                                        | 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> |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 36                                             | University of Maine Career Center<br>5748 Memorial Union, Suite 300<br>Orono, Maine 04469<br>Phone : 207-581-1353<br>Kate Foster<br>Manual Posting                                                        | N                                                        | 0                                                               |
| 37                                             | University of Michigan<br>515 E Jefferson St<br>Ann Arbor, Michigan<br>Career Services<br>Manual Posting                                                                                                  | N                                                        | 0                                                               |
| 38                                             | Work Opportunities<br>124 Maine St Suite 7A<br>Brunswick, Maine 04011<br>Phone : 207-373-1442<br>Email : Careers@Workopportunities.Net.<br>Jesus Laurelez                                                 | N                                                        | 0                                                               |
| 39                                             | Work Opportunities Unlimited<br>110 Main Street Suite 1220A<br>Saco, Maine 04072<br>Phone : 207-282-8864<br>Email : nmastrella@workopportunities.net<br>Nick Mastrella                                    | Y                                                        | 0                                                               |
| 40                                             | www.mediagignow.com<br>550 W. Jackson Blvd Suite 200<br>Chicago, Illinois 60661<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                        | 0                                                               |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                           |                                                          | <b>72</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 | 1/8/2024    | Participation in events or programs sponsored by educational institutions | Presentation to Mid Maine Tech Center students. Talked to video production and journalism students about the TV media industry and related careers.                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1                                   | Asst Creative Services Director        |
| 2 | 3/13/2024   | Participation in events or programs sponsored by educational institutions | Presentation by Sports Director for students at Winthrop High School. Spoke to students of the sports studies program about the career experiences and jobs in the broadcast industry.                                                                                                                                                                                                                                                                                                                                                                                                                     | 1                                   | Sports Director                        |
| 3 | 3/26/2024   | Participation in events or programs sponsored by educational institutions | Presentation to Lyman Moore Middle School students in their Make It Happen program. Spoke with students about careers in journalism and their experiences in the broadcast industry.                                                                                                                                                                                                                                                                                                                                                                                                                       | 2                                   | Anchor/Reporter<br>Anchor/Reporter     |
| 4 | 4/3/2024    | Participation in events or programs sponsored by educational institutions | Career Day at South Portland High School                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2                                   | Business Manager<br>Operations Manager |
| 5 | 4/11/2024   | Participation in events or programs sponsored by educational institutions | Photojournalist attended a career day at Gray-New Gloucester Middle School                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1                                   | Photographer                           |
| 6 | 4/26/2024   | Participation in events or programs sponsored by educational institutions | Station Anchor attended a career day at Harrison Middle School in Yarmouth Maine where he was a keynote speaker.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1                                   | Anchor/Reporter                        |
| 7 | 5/4/2024    | Establishment of training programs for station personnel                  | The Hearst Sales Account Associate Program is designed to train and develop entry level Sales staff for a future Account Executive role within Hearst Television. This Sales Development Program is a comprehensive 10–12-month training with a defined training program outline and milestone goals. Training program objectives are tracked by the Sales Management Team and reported to Corporate Management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role. | 1                                   | Sales Account Associate                |

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|    | <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>                                                                        |
|----|-------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------|
| 8  | 6/11/2024   | Participation in events or programs sponsored by educational institutions      | Executive Producer and Meteorologist attended a career day at Tripp Middle School.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2                                   | Executive Producer<br>Meteorologist                                                             |
| 9  | 6/30/2024   | 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 development program is a comprehensive 10-week training with defined training program 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                                   | Executive Producer                                                                              |
| 10 | 7/12/2024   | Participation in events or programs sponsored by educational institutions      | Reporter held a 2 day job shadow with a sophomore student from Syracuse University.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1                                   | Reporter                                                                                        |
| 11 | 8/9/2024    | 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. 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<br>Executive Producer<br>Creative Services<br>Director<br>Operations Manager |

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|    | <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>                                                                        |
|----|-------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------------------------------------------------------------|
| 12 | 8/16/2024   | Establishment of an intern program designed to assist members of the community | Summer 2024, WMTW welcomed an Emma Bowen Foundation Fellow to join their News department for 10 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media. | 4                                   | Executive Producer<br>Executive Producer<br>Creative Services<br>Director<br>Operations Manager |
| 13 | 9/30/2024   | Participation in events or programs sponsored by educational institutions      | September 2024 – Weather At Your School presentations<br>09/17/24 Cresent Park Elementary - Bethel, Maine<br>09/18/24 Lillian Hussey School - Augusta, Maine<br>09/24/24 Molly Ockett School - Fryeburg, Maine<br>09/25/24 Oxford-Cumberland Canal School - Westbrook, Maine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2                                   | Meteorologist<br>Photographer                                                                   |

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|    | <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>                              |
|----|-------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------------------------|
| 14 | 10/30/2024  | Establishment of training programs for station personnel                  | The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive and diverse culture that speaks to our company's culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participants complete this program, they earn the Change Agent certification. | 2                                   | Assistant News Director<br>Creative Services Director |
| 15 | 10/31/2024  | Participation in events or programs sponsored by educational institutions | October 2024 – Weather At Your School presentations<br>10/01/24 Buxton Center Elementary School - Buxton, Maine<br>10/02/24 Mast Landing School - Freeport, Maine<br>10/08/24 Mitchell School - Kittery Point, Maine<br>10/09/24 Sherwood Heights Elementary - Auburn, Maine<br>10/16/24 Maine School of Science and Mathematics - Limestone, Maine<br>10/22/24 Gilbert Elementary - Augusta, Maine<br>10/23/24 Damariscotta Montessori School - Nobleboro, Maine<br>10/29/24 Narragansett Elementary School - Gorham, Maine<br>10/30/24 Great Salt Bay School - Damariscotta, Maine                                                            | 2                                   | Meteorologist<br>Photographer                         |
| 16 | 11/8/2024   | Participation in events or programs sponsored by educational institutions | University of Southern Maine Technology Program - 6 students toured the station and sat in with Producers, Directors and Master Control operators for our noon live newscast.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1                                   | Assistant Chief Engineer                              |

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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>                                                                |
|----|-------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------|
| 17 | 11/8/2024   | Establishment of a mentoring program                                      | On March 8, 2024, 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 had 14 participants in the mentorship program who were either "Mentors" or "Mentees." Meeting in person at the station or via Zoom with employees from other stations, they discussed career objectives, offered advice, and discussed their station projects. | 14                                  | News Director<br>Executive Producer<br>Digital Sales Manager<br>General Manager         |
| 18 | 11/13/2024  | Provision of training to management                                       | Participants in the Diversity, Equity, and Inclusion (DEI) workshop learned the definition of diversity, equity, and inclusion, how to understand and articulate why DEI matters and how to recognize unconscious bias to effectively manage blind spots. Various activities were completed throughout the workshop to provide further understanding of these learning objectives. Included in the takeaways are various ways hiring managers can implement their learnings into the hiring process and into their current management style to foster an inclusive workplace culture.                   | 18                                  | News Director<br>Operations Manager<br>Creative Services<br>Director<br>General Manager |
| 19 | 11/21/2024  | Participation in events or programs sponsored by educational institutions | Mid-Coast School of Technology - class toured the station and learned about video production, digital content and graphics as well as other broadcast careers.                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1                                   | Operations Manager                                                                      |

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|----|-------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------|
| 20 | 11/30/2024  | Participation in events or programs sponsored by educational institutions | November 2024 – Weather At Your School presentations<br>11/12/24 Windham Christian Academy - Windham, Maine<br>11/13/24 Wells Junior High School - Wells, Maine<br>11/19/24 China Middle School -China, Maine<br>11/20/24 Wentworth Intermediate School - Scarborough, Maine<br>11/26/24 Hollis Elementary School - Hollis, Maine | 2                                           | Meteorologist<br>Photographer |