

WPXT(TV) and positions at WPME (TV)
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Full Time Vacancy	RS Referring Hiree
Marketing Consultant/Account Executive	1-3, 5, 7, 9, 10, 12	10

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS	RS Information	Source Entitled	No. of Interviewees Referred by RS
1	On-Air Announcements	No	0
2	Our Maine www.ourmaine.com	No	0
3	Internal Posting	No	0
4	Craigslist http://maine.craigslist.org	No	0
5	Maine Association of Broadcasters www.careerpage.org	No	0
6	Southern Maine Community College http://www.cbemployer.com/employer/smccme/ 2 Fort Rd South Portland, ME 04106 207-741-5626	No	0
7	Bowdoin College www.bowdoin.edu/cpc/ Career Planning Center cpc@bowdoin.edu 207-725-3717	No	0
8	Maine Career Center www.mainecareercenter.com 207 623-7967	No	0
9	University of Southern Maine www.experience.com/emp/login 207-228-8555, careers@usm.edu till 7/8/15 7/9/15 – website changed to https://usm-maine-csm.symplicity.com/employers/	No	0
10	Word of Mouth Referral	No	1
11	Career Fair (as described in section III)	No	0
12	ZipRecruiter (www.ziprecruiter.com) 877-252-1062	No	0
Total Interviewees over reporting period			1

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (menu selection)	Brief Description of Activity
1	Participated in career fair	On September 27, 2017, our station participated in the Portland Press Herald @Work Event career fair. At the fair we discussed job opportunities at our station with interested attendees and accepted resumes. Station participants were the General Manager and Operations Manager.
2	Provide training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination and how to set goals to keep employees directly connected to the team.	On November 29, 2017 our Operations Manager participated in a webinar entitled “Boomerang Employees: Lets Keep them Before They Leave!” Among other topics, learned how to identify what your employees need from you, and develop strategies to incorporate engagement into every day work, learn what makes employees happy.
3	Provide training to management-level personnel as to methods of ensuring equal employment opportunity, tips and tools to measure employee engagement and achieve high participation.	On November 30, 2017 our Operations Manager participated in a webinar entitled “Employee Engagement Survey Best Practices”. Among other topics, learned about confidentiality, training managers to conduct meetings, and holding managers accountable to improve employee engagement.
4	Provided training to management -level personnel as to methods of ensuring equal employment opportunity, and on methods of technology and social recruiting.	On November 30, 2017 our Operations Manager participated in a webinar entitled “Social Recruiting in 2017 is About Deserving Attention”. Among other topics, learned about how it’s always possible to find the right people with the use of technology that can improve recruiting efforts.