

WPXT(TV) and positions at WPME(TV)
EEO PUBLIC FILE REPORT
December 1, 2013-November 30, 2014

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
TV Video Producer	10*	10
Production Manager	10*	10
Master Control Operator	2-4, 6, 8, 10	3
TV Video Producer	1-5, 8, 10, 12	10
TV Video Producer	1-6, 10, 12	10
Marketing Consultant	1-5, 8, 10	10
Marketing Consultant	1-10	2
Marketing Consultant	1-10	4
Marketing Consultant	1-10, 13	13
Marketing Consultant	1-11	11
TV Video Producer	1-10	10
TV Video Producer	1-10	4
Production Manager	10*	10
Promotions Coordinator	1-10	4

*Exigent circumstances

WPXT(TV) and positions at WPME(TV)
EEO PUBLIC FILE REPORT
December 1, 2013-November 30, 2014

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	On-Air Announcements	No	1
2	Our Maine (SEU website) www.ourmaine.com	No	3
3	Internal Posting	No	1
4	Craigslist http://maine.craigslist.org	No	6
5	Maine Association of Broadcasters www.careerpage.org	No	0
6	Southern Maine Community College Sharon Bannon, Director of Career and Transfer Services 2 Fort Rd. South Portland, ME 04106 207-741-5626 sbannon@smccme.edu	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	No	0
10	Word-of-Mouth Referral	No	12
11	Career Fair (as described in section III)	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Hiring Heroes https://www.resumeengine.org/employer	No	0
13	Jobs in Maine www.jobsinme.com	No	2
14	Indeed.com (<i>not directly contacted by station</i>)	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

WPXT(TV) and positions at WPME(TV)
EEO PUBLIC FILE REPORT
December 1, 2013-November 30, 2014

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Provide training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On May 7, 2014, our Operations Manager participated in a webinar entitled "What's New and What's Next in Employment Law for 2014." Among other topics, the webinar discussed how to avoid discrimination in the workplace.
2	Participate in Job Fair	On February 25, 2014, our SEU participated in the Bowdoin College Annual Maine Employers Career Fair. At the fair, we discussed job opportunities at our station with interested attendees and accepted resumes. Station participants included our Operations Manager and Operations Coordinator.
3	Participate in Job Fair	On September 16, 2014, our SEU participated in the Portland Press Herald's MaineJobs/Monster Career Fair. At the fair, we discussed our job opportunities with interested attendees and accepted resumes. Station participants included our General Manager and Local Sales Manager.
4	Provide training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On October 30, 2014, our Operations Manager participated in a webinar entitled "Answers to the Scariest Employment Law Questions". Among other topics, the webinar discussed tips on everything from hiring to discrimination and up-to-the-minute information on the latest employment law developments.