

**WPXT(TV) and positions at WPME (TV)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2014 - November 30, 2015**

**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 Full Time Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|--|--|-------------------------------|
| Sales Assistant                        | 1-9  | 2                             |
| Marketing Consultant/Account Executive | 1-6, 8, 9  | 2                             |
| Marketing Consultant/Account Executive | 1-6, 8, 11   | 11                            |
| Marketing Consultant/Account Executive | 1-9  | 2                             |
| Traffic Assistant                      | 1-9  | 3                             |

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

| RS  | RS Information   | Source Entitled | No. of Interviewees Referred by RS |
|---|--|-----------------|------------------------------------|
| 1   | <b>On-Air Announcements</b>  | No              | 0                                  |
| 2   | <b>Our Maine</b><br>www.ourmaine.com   | No              | 3                                  |
| 3   | <b>Internal Posting</b>  | No              | 1                                  |
| 4   | <b>Craigslist</b><br>http://maine.craigslist.org   |                 | 0                                  |
| 5   | <b>Maine Association of Broadcasters</b><br>www.careerpage.org   | No              | 0                                  |
| 6   | <b>Southern Maine Community College</b><br>Sharon Bannon, Director of Career and Transfer Services<br>2 Fort Rd<br>South Portland, ME 04106<br>207-741-5626<br><a href="mailto:sbannon@smccme.edu">sbannon@smccme.edu</a>  | No              | 0                                  |
| 7   | <b>Bowdoin College</b><br><a href="http://www.bowdoin.edu/cpc/">www.bowdoin.edu/cpc/</a><br>Career Planning Center<br><a href="mailto:cpc@bowdoin.edu">cpc@bowdoin.edu</a><br>207-725-3717   | No              | 0                                  |
| 8   | <b>Maine Career Center</b><br><a href="http://www.mainecareercenter.com">www.mainecareercenter.com</a><br>207 623-7967   | No              | 0                                  |
| 9   | <b>University of Southern Maine</b><br><a href="http://www.experience.com/emp/login">www.experience.com/emp/login</a><br>207-228-8555, <a href="mailto:careers@usm.edu">careers@usm.edu</a> till 7/8/15<br>7/9/15 – website changed to <a href="https://usm-maine-csm.symphlicity.com/employers/">https://usm-maine-csm.symphlicity.com/employers/</a> | No              | 0                                  |
| 10  | <b>Word of Mouth Referral</b>  | No              | 0                                  |
| 11  | <b>Career Fair</b> (as described in section III)   | No              | 2                                  |
| 12  | <b>careerbuilder.com</b> (not directly contacted by SEU)   | No              | 1                                  |
| <b>Total Interviewees over reporting period</b> |  |                 | <b>7</b>                           |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type Of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description Of Activity</b>   |
|----------|--|--|
| <b>1</b> | <b>Provide training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</b> | On February 26, 2015, our Operations Manager participated in a webinar entitled "What's New and What's Next in Employment Law for 2015." Among other topics, the webinar discussed how to avoid discrimination in the workplace.   |
| <b>2</b> | <b>Participate in Job Fair</b>   | On March 24, 2015, our station participated in the Portland Press Herald's Maine Jobs/Monster Career Fair. At the fair we discussed job opportunities at our station with interested attendees and accepted resumes. Station participants were General Manager and Local Sales Manager.    |
| <b>3</b> | <b>Participate in Job Fair</b>   | On September 30, 2015, our station participated in the Portland Press Herald's Maine Jobs/Monster Career Fair. At the fair we discussed job opportunities at our station with interested attendees and accepted resumes. Station participants were Sales Assistant and Promotions Manager. |
|          |  |  |