

WPXT(TV) and positions at WPME (TV)
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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
Master Control Operator	1-9	3
Marketing Consultant/Account Executive	1-3, 5, 7, 9, 12	12
Producer/Editor	1-7, 9	4

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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	1
4	Craigslist http://maine.craigslist.org	No	2
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	0
11	Career Fair (as described in section III)	No	0
12	ZipRecruiter (www.ziprecruiter.com) 877-252-1062	No	1
Total Interviewees over reporting period			4

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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 February 4, 2016, our Operations Manager participated in a webinar entitled "What's New and What's Next in Employment Law for 2016." Among other topics, the webinar discussed how to avoid discrimination in the workplace.
2	Participate in Job Fair	On March 16, 2016, 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.
3	Provide training to management-level personnel as to methods of ensuring equal employment opportunity, preventing discrimination, tips and tools for the employment process	On October 31, 2016, our Operations Manager participated in a webinar entitled "World's Scariest Employment Law Questions". Among other topics, the webinar provided information on latest employment law developments.