

WCSH
EEO PUBLIC FILE REPORT
November 21, 2014 - November 20, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer - WCSH	2-3, 5, 7, 9-14, 16, 18-20, 22-23, 25-27, 29-31, 33-37, 39-40, 42	12
Producer - WCSH	2-3, 5, 7, 9-14, 16, 18-20, 22-23, 25-27, 29-31, 33-37, 39-40, 42	33
Multi Media Producer - WCSH	2-3, 5, 7-13, 15-16, 18-24, 26-31, 33- 37, 39-42	12
Associate Director - Master Control Operator WCSH	2-3, 5, 7-11, 13-14, 16, 18-20, 22-24, 26-27, 29-31, 33-37, 39-40, 42	24
News Editor/Multimedia Producer – WCSH	2-3, 5, 7-11, 13-14, 16, 18-20, 22-23, 26-27, 29-31, 33-37, 39-42	41
Web & Social Media Producer WCSH	2-3, 5, 7-14, 16, 18-20, 22-23, 26-27, 29-31, 33-37, 39-40, 42	12
Multi Media Photojournalist - WCSH	3, 5, 7-11, 13-14, 16-20, 22-23, 26-27, 29-31, 33-40, 42	38
Digital Sales Specialist - WCSH	2-3, 5, 7-16, 18-20, 22-23, 26-27, 29- 31, 33-37, 39-40, 42	12
Digital Sales Specialist - WCSH	2-3, 5, 7-16, 18-20, 22-23, 26-27, 29- 31, 33-37, 39-40, 42	12
WCSH 6 Sales/Traffic Assistant	2-5, 7-14, 16, 19-20, 22-23, 26-27, 29- 31, 33-37, 39-40, 42	12
Multi Media Journalist - WCSH	2-5, 7-9, 11, 13-14, 16, 19-20, 22-23, 25-27, 29-31, 33-37, 39-40, 42	25
Broadcast Operations Technician - WCSH	3, 5, 7-11, 13-16, 19-20, 22-24, 26-27, 29-31, 33-37, 39-40, 42	24
Business Development Account Executive - WCSH	1, 3, 5-16, 19-20, 22-23, 26-27, 29-37, 39-40, 42	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Alliance for Women in Media 1760 Old Meadow Rd Suite 500 McLean, Virginia Url : www.allwomeninmedia.org Fax : 1-703-506-3266 Amy Lotz	N	0
3	Bates College 53 Campus Avenue Lewiston, Maine 04240 Phone : 1-207-786-6232 Url : bcdc@bates.edu Fax : 1-207-786-6126 David McDonough	N	0
4	Boston University, College of Communication, Journalism Program 640 Commonwealth Avenue Boston, Massachusetts 02215 Fax : 1-617-353-1086 William McKeen	N	0
5	Bowdoin College 4900 College Station Brunswick, Maine 04011 Phone : 207-725-3717 Email : cpc@bowdoin.edu Fax : 1-207-725-3757 Laura Sweetman	N	0
6	Bowdoin College 4900 College Station Brunswick, Maine 04011 Email : handerso@bowdoin.edu M. Handerson	N	0
7	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Career Service Manual Posting	N	0

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8	Colby College 4140 Mayflower Hill Waterville, Maine 04901 Phone : 207-859-4140 Fax : 1-207-859-4142 Erica Humphrey	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Emerson College, Department of Journalism 120 Boylston Street Boston, Massachusetts 02116 Fax : 1-617-824-8618 Paul Niwa	N	0
11	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
12	Employee Referral	N	7
13	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services	N	0
14	Husson College - New England School of Communication One College Circle, PO Box 3631 Bangor, Maine Phone : 888-877-1876 Url : http://www.nescom.edu/ Email : bill@nescom.edu Bill Devine	N	0
15	Indeed.com	N	6

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16	Ithaca College, Roy H. Park School of Communications, Department of Journalism 953 Danby Road Ithaca, New York 14850 Phone : 607-274-7972 Email : bhawley@ithaca.edu Fax : 1-607-274-7972 Brandy Hawley	N	0
17	Job posting on internet	N	1
18	Maine Association of Broadcasters 69 Sewall Street Augusta, Maine 04330 Phone : 207-623-3870 Email : suzanne@mab.org Fax : 1-207-621-0585 Suzanne Goucher	N	0
19	Media Financial Management Association (MFM) 550 W Frontage Road #3600 Northfield , Illinois 60093 Url : www.bcfm.com Email : info@mediafinance.org Fax : 1-847-716-7004 Jamie Smith	N	0
20	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
21	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Mr. Jon Melegrito	N	0
22	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

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23	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
24	Non-Employee Referral	N	3
25	Other Source	N	2
26	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
27	St. Joseph's College 278 White's Bridge Road Standish, Maine Phone : 207-893-6637 Url : ww.sjcme.edu Email : pseavor@sjcme.edu Pete Seavor	N	0
28	Station Website Posting (One or More SEU Stations)	N	1
29	Television Bureau of Advertising 120 Wall Street 15th Floor New York, New York 10005 Url : www.tvb.org Fax : 1-212-935-5631 Steve Lanzano	N	0
30	The Association for Women in Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : www.womcom.org Fax : 1-703-342-4311 Beth Veney	N	0

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31	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
32	Trade Website	N	1
33	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	1
34	UMaine Farmington 248 Main Street Farmington, Maine Phone : 207-778-7034 Url : http://chd.umf.maine.edu/career Email : umfcareers@maine.edu Stephen Davis	N	0
35	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
36	University College of Bangor 1 University Drive Bangor, Maine Phone : 207-621-3154 Url : http://www.uma.edu/CareerAdvising.html Email : fraser@maine.edu Sherry Fraser	N	0
37	University of New England 716 Stevens Avenue Portland, Maine 04103 Phone : 207-221-4237 Fax : 1-207-523-1903 Jeff Nevers	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Walk In/Self-Referral	N	1
39	WCSH6.com/WLBZ2.com Portland, Maine Phone : 207-828-6666 Career Services Manual Posting	N	1
40	Women in Cable Telecommunications 2000 K Street NW Suite 350 Washington, District of Columbia 20006 Phone : 202-827-4781 Url : www.wict.org Fax : 1-202-450-5596 Robin Burke Zahory	N	0
41	Word of Mouth Referral	N	2
42	WorkChoices PO Box 241 Waterboro, Maine Email : workchoices@sacoriver.net Sandra Jorgensen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2015	Establishment of an intern program designed to assist members of the community	WCSH actively recruits students attending accredited colleges/universities for internships. Our program offers the student/intern active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands-on experience that cannot be obtained in the classroom. These paid interns earn academic credit for their participation in the program. WCSH had two interns during this reporting period.	1	Anchor/Internship Coord.
2	1/1/2015	Participation in events or programs sponsored by educational institutions	University Site Visits at Boston University, Northeastern and University of Missouri. Activities included: Student critiques, speaking and recruiting.	1	News Director
3	1/1/2015	Establishment of training programs for station personnel	May/June 2015 – The General Manager, Accounting Manager, Director of Sales, Local Sales Manager and Promotion/Production Manager participated in the Gannett Online Ethics Training. May 21 & 22 - Business Manager and Accountant attended two day session for new systems training at corporate.	6	Business Manger Accounting Manager GM Promotion
4	4/1/2015	Participation in other activities designed by the station employment unit	Anchor sharing information about the industry and jobs - by participating and speaking in schools and job shadows on-site: Hall Elementary - May, 2015 Lyman Moore Middle School - May, 2015 Lyseth Elementary - May, 2015 One job shadow per month from January to June, 2015.	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	11/1/2015	Participation in other activities designed by the station employment unit	<p>Provided Station Tours, Job Shadow and Mentoring opportunities:</p> <p>New England School of Broadcasting: Mentor, One student for three days.</p> <p>Back Bay Connections: Station tour</p> <p>High School Student: One day, mentor in Commercial Production Department.</p> <p>University of Maine: Q&A with student exploring Production Management as career.</p>	1	Operations Manager
6	11/8/2015	Participation in other activities designed by the station employment unit	<p>Creative Services Job Shadows:</p> <p>HS Senior from Lincoln Academy: Day long shadow in marketing department.</p> <p>Gorham Schools: Day long shadow in marketing department.</p>	1	Creative Services Director
7	11/15/2015	Participation in other activities designed by the station employment unit	WCSH produced on-air announcement directed toward community organizations that distribute information on employment opportunities. This :15 public service announcement runs on-air an average of 16 times per month.	1	Programming