

WCSH
EEO PUBLIC FILE REPORT
November 21, 2017 - November 20, 2018

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
Co-Anchor & MMJ	1-6, 9-11, 13-14, 16-17, 19-21, 23-28	28
Broadcast IT Technician	1-6, 9-14, 16-17, 19-21, 23-28	12
Co-Anchor & MMJ	1-6, 9-11, 13-14, 16-17, 19-21, 23-28	20
Associate Broadcast Director	1-6, 9-14, 16-17, 19-28	12
Digital Sales Specialist - WCSH	1-7, 9-11, 13-14, 16-17, 19-21, 23-28	7
Production Assistant - WCSH	1-6, 9-11, 13-14, 16-17, 19-21, 23-29	20
Sales Account Executive - WCSH-TV	2-7, 9-14, 16-17, 19-21, 23-29	7
Account Manager - WCSH	1-6, 9-11, 13-17, 19-21, 23-29	15
Associate Producer	1-7, 9-11, 13-14, 16-17, 19-21, 23-29	7
Weekend Morning Show Producer	1-6, 9-14, 16-17, 19-29	12
Production Assistant	1-7, 9-14, 16-17, 19-21, 23-29	3
Sales Account Executive	1-5, 7, 9-11, 13-14, 16-17, 19-29	7
Multimedia Journalist	1-5, 9-11, 13-14, 16-29	18
Digital Content Producer	1-6, 8-11, 13-14, 16-17, 19-21, 23-29	8

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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	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
2	Bates College 53 Campus Avenue Lewiston, Maine 04240 Phone : 1-207-786-6232 Url : bcde@bates.edu Email : bcde@bates.edu Fax : 1-207-786-6126 Karen Ouellette	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Career Service Manual Posting	N	5
4	Colby College 4140 Mayflower Hill Waterville, Maine 04901 Phone : 207-859-4140 Fax : 1-207-859-4142 Erica Humphrey	N	0
5	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
6	Emerson College, Department of Journalism 120 Boylston Street Boston, Massachusetts 02116 Fax : 1-617-824-8618 Paul Niwa	N	0
7	Employee Referral	N	6
8	Former Intern	N	1

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9	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com URL Manual Posting	N	0
10	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
11	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
12	Indeed.com	N	5
13	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
14	JuJu.com juju.com New York, New York juju.com URL Manual Posting	N	0
15	Linked In	N	1
16	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

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17	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
18	Recruiter	N	1
19	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
20	TEGNA.com 7960 Jones Branch Drive McLean, Virginia Phone : 000-000-0000 teгна.com URL Manual Posting	N	5
21	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
22	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
23	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0

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24	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	0
25	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
26	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
27	University of New England 716 Stevens Avenue Portland, Maine 04103 Phone : 207-221-4237 Fax : 1-207-523-1903 Jeff Nevers	N	0
28	WCSH6.com/WLBZ2.com Portland, Maine Phone : 207-828-6666 Career Services Manual Posting	N	1
29	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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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	11/21/2017	Establishment of a mentoring program	Internships - WCSH-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns 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 also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, WCSH hired and trained 3 intern(s) for three month assignments.	3	Intern Intern Intern
2	11/21/2017	Establishment of training programs for station personnel	TEGNA Labor Relations Training – Labor Relations provides monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their executive teams.	1	HR Business Partner
3	1/26/2018	Establishment of training programs for station personnel	January 26 – February 2, 2018 Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	131	All Employees
4	5/8/2018	Establishment of training programs for station personnel	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	Director of Sales

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5	6/14/2018	Establishment of training programs for station personnel	June 14-17, 2018 Investigative Reporters & Editors Conference - Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops.	2	Multi-skilled Journalist Multi-skilled Journalist
6	6/18/2018	Establishment of training programs for station personnel	Content Summit (June 18-21) News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities.	5	Marketing Director News Director Director of Marketing General Manager x2
7	7/16/2018	Participation in other activities designed by the station employment unit	Hosted a college student interested in a career in journalism for a station tour, watched a newscast and had a Q & A. Career opportunities within the broadcast and journalism industry were also discussed.	1	Director of Community Relations
8	7/16/2018	Participation in events sponsored by community groups	Hosted community members from OOB 50+ Senior Center for a station tour. Members were invited to tour the news room and weather center, Q & A and discussed career opportunities and career tracks within the broadcast and journalism industry.	1	Director of Community Relations
9	7/25/2018	Participation in other activities designed by the station employment unit	Hosted students from STEM summer camp for a station visit. Student received a tour of the station and watched a newscast, Q & A and discussed career opportunities within the broadcast and journalism industry were also discussed.	1	Director of Community Relations

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10	7/25/2018	Participation in events sponsored by community groups	Members from WCSH made several guest appearances throughout the community and spoke to the community about weather forecasting and careers in media and broadcast. July 12, 2018- Lyseth School Camp Summer Stars in Portland, Maine July 12, 2018 - Scarborough Public Library in Scarborough, Maine September 25, 2018 - Southern Maine Agency on Aging in Westbrook, Maine	3	Meteorologist Meteorologist Meteorologist
11	8/2/2018	Participation in other activities designed by the station employment unit	Hosted student interested in a career in journalism for a station tour, watched a newscast and had a Q & A. Career opportunities within the broadcast and journalism industry were also discussed.	1	Digital Content Producer
12	8/7/2018	Participation in other activities designed by the station employment unit	Hosted community members from Hope Association for a station tour. Members were invited to tour the news room and weather center, Q & A and discussed career opportunities and career tracks within the broadcast and journalism industry.	1	Director of Community Relations
13	8/13/2018	Establishment of training programs for station personnel	August 13-31, 2018 Journalism Ethics & Social Media Training - TEGNA updated the Principles of Ethical Journalism and Social Media policies to match the Company's guiding principles including truth, independence, public interest, fair play and integrity. This new training was developed and targeted to all staff that contribute in any way to a TV or digital news or entertainment product.	131	All Employees
14	9/13/2018	Participation in other activities designed by the station employment unit	Hosted a representative from Syracuse University for a station visit and to learn more about the news operation to include a tour of the news room and weather center, Q & A and discussed career opportunities and career tracks within the broadcast and journalism industry.	1	Broadcast Director

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15	9/18/2018	Participation in events or programs sponsored by educational institutions	<p>WCSH Meteorologist was invited as a guest speaker to several schools within the community to talk to students about weather forecasting and careers in media and broadcasting.</p> <p>October 25, 2018 - Pittston Consolidated School in Pittston, Maine October 18, 2018 - Jordan-Small School in Raymond, Maine October 11, 2018 - Village School in York, Maine October 04, 2018 - Cape Elizabeth School System in Cape Elizabeth, Maine.</p>	1	Meteorologist
16	10/2/2018	Participation in events or programs sponsored by educational institutions	WCSH Meteorologist was invited as a guest speaker to Scarborough High School. Discussed winter weather and forecasting and share insights into working within the broadcast and journalism industry to a group of Adult learners.	1	Meteorologist
17	10/11/2018	Establishment of training programs for station personnel	Ethics and Conflict of Interest training. TEGNA will always follow the law, behave ethically and avoid conflicts of interest. Correct ethical and legal conduct is particularly at the heart of the operation of a company engaged in communications with and on behalf of the public. This is especially important as TEGNA pursues a mission of providing trusted news and information and actively supporting the people and business in the communities we serve.	131	All Employees