

**WLBZ**  
**EEO PUBLIC FILE REPORT**  
**November 21, 2018 - November 20, 2019**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-23	4
Multi-Skilled Journalist	1-3, 5-23	14
Multi-Skilled Journalist	1-3, 5-23	14

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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	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
2	Colby College 4140 Mayflower Hill Waterville, Maine Email : <a href="mailto:career@colby.edu">career@colby.edu</a> Tammi-Lynn Hamm	N	0
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
4	Corporate Recruiter	N	12
5	Glassdoor.com Glassdoor.com USA, California Glassdoor.com Glassdoor.com Manual Posting	N	0
6	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : <a href="http://www.vault.com">www.vault.com</a> . Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> Career Services	N	0
7	Husson College - New England School of Communication One College Circle, PO Box 3631 Bangor, Maine Phone : 888-877-1876 Url : <a href="http://www.nescom.edu/">http://www.nescom.edu/</a> Email : <a href="mailto:bill@nescom.edu">bill@nescom.edu</a> Bill Devine	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
8	Maine Human Rights Commission 51 State House Station Augusta, Maine Phone : 207-624-6050 Url : <a href="http://www.maine.gov/mhrc">www.maine.gov/mhrc</a> Fax : 1-207-624-8729 Patricia Ryan	N	0
9	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : <a href="http://www.medialine.com">www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
10	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : <a href="mailto:naffaa12@gmail.com">naffaa12@gmail.com</a> Mr. Jon Melegrito	N	0
11	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : <a href="http://www.ncnw.org">www.ncnw.org</a> Email : <a href="mailto:ncnwhq@ncnw.org">ncnwhq@ncnw.org</a> National Council Negro Women	N	0
12	Southern Maine Community College 2 Fort Road South Portland, Maine Phone : 1-877-282-2182 Url : <a href="http://www.smccme.edu">www.smccme.edu</a> Email : <a href="mailto:sbannon@smccme.edu">sbannon@smccme.edu</a> Sharon Bannon	N	0
13	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : <a href="http://www.syr.edu/career">www.syr.edu/career</a> Email : <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> Bridget Lichtinger	N	0

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14	TEGNA.com 7950 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	2
15	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
16	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
17	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
18	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : info@upo.org Regina Parker	N	0
19	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

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20	University of Maine Augusta 46 University Drive Augusta, Maine 04330 Phone : 207-621-3130 Url : www.uma.maine.edu Email : haley.brown@maine.edu Fax : 1-207-621-3171 Haley Brown	N	0
21	University of New England 716 Stevens Avenue Portland, Maine Phone : 207-221-4339 Email : mpecora@une.edu Marcie Pecora	N	0
22	WLBZ/WCSH Websites Maine Career Service Manual Posting	N	0
23	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/26/2018	Establishment of training programs for station personnel	All non-content employees were asked to complete TEGNA's Anti-Trust Training, a component of TEGNA's Ethics Policy. This training provided employees with the knowledge and resources they need to ensure employees follow existing law, conduct business with the highest ethical standards and remain committed to the concept of fair dealings and free, fair and open competition.	18	All Non-content Employees
2	1/9/2019	Participation in events sponsored by community groups	News Center Maine Meteorologist partnered with Maine Emergency Management Agency in a panel discussion on the use of technology in media. Event included review of group presentations. Met several local emergency managers, fire department members, police, red cross officials.	1	Meteorologist
3	2/5/2019	Participation in events or programs sponsored by educational institutions	News Center Maine Meteorologist was invited as a guest speaker at Windham School. Meteorologist spoke to group of about 100 first grade students and shared information about careers in meteorology and shared insights about working within the broadcast and journalism industry.	1	Meteorologist
4	2/6/2019	Participation in events or programs sponsored by educational institutions	Two News Center Maine representatives participated in a job fair hosted by the University of Maine in Orono, Maine. Students were informed of open positions at both stations as well as within TEGNA.	2	Assistant News Director Marketing Director
5	2/8/2019	Participation in events or programs sponsored by educational institutions	News Center Maine Meteorologist participated in a career learning event at Gorham High School, an event hosted by Jobs for Maine Grads. Meteorologist spoke to students about their personal career path and shared insights into the broadcasting and journalism industry.	1	Meteorologist
6	2/14/2019	Participation in other activities designed by the station employment unit	Hosted a viewer and family to visit the station for a tour of the operation, learn about career opportunities and Q&A.	1	Anchor

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7	2/26/2019	Participation in events or programs sponsored by educational institutions	News Center Maine, Meteorologist participated in school visits that included discussions on weather, personal career paths and a hands-on science experience. Schools visited include: Geiger Elementary School Fairview School Scarborough High School	1	Meteorologist
8	4/2/2019	Participation in events or programs sponsored by educational institutions	News Center Maine Meteorologist was invited as a guest speaker at Lewiston High School. Discussed careers in meteorology and shared insights about working within the broadcast and journalism industry to the student in 10th grade.	1	Meteorologist
9	5/1/2019	Participation in events or programs sponsored by educational institutions	News Center Maine, Marketing Director partnered with Southern Main Community College to aide students develop their portfolios and provide feedback. Open positions and career opportunities within the station were also discussed.	1	Marketing Director
10	5/15/2019	Participation in events or programs sponsored by educational institutions	News Center Maine, Marketing Director participated in an event hosted by SMCC Communications & New Media Studies. Discussions included the plan to build out media programs for the next generation of journalists and designers.	1	Marketing Director
11	5/24/2019	Participation in events or programs sponsored by educational institutions	Participated in Westbrook Career Day as keynote speaker, event hosted by Westbrook Middle School. Keynote speech included personal career path, career options within the broadcasting and journalism industry along with Q&A.	1	Meteorologist
12	6/1/2019	Establishment of training programs for station personnel	Marketing Directors 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.	2	Marketing Director Marketing Director

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13	6/4/2019	Establishment of a mentoring program	A representative of the station from the Marketing dept attended the annual ProMax Conference from June 4th-June 6th. ROMAX is an annual conference for television marketers where they gather to share ideas and learn best practices for marketing success in today's ever-changing media landscape. The major networks and syndicators also hold meetings with affiliates to outline programming changes, marketing priorities for the upcoming season and revenue/partnership opportunities as well.	1	Marketing Producer
14	6/24/2019	Participation in events or programs sponsored by educational institutions	Meteorologist participated in group discussion about Climate vs Weather at an event hosted by Trio Upward Bound. Discussion included the discussion of weather, weather vs climate and Q&A.	1	Meteorologist
15	8/1/2019	Establishment of training programs for station personnel	In August News Center Maine hosted an Executive Producer from our sister station in Washington D.C. for a Broadcast News Producer workshop at WCSH6.	10	All News Employees
16	8/14/2019	Establishment of a mentoring program	News Center Maine, Meteorologist mentored a student interested in attending Plymouth State. Student was given career advice along with a realistic job preview observing team members in the news room.	1	Meteorologist
17	9/1/2019	Establishment of training programs for station personnel	A member of the News Center Main Marketing Dept visited with a sister station in South Carolina to learn more about their operation and apply all leanings to the Marketing Dept.	1	Marketing Producer
18	10/1/2019	Establishment of a mentoring program	In October News Center Maine, News Director held an IMPACT STORYTELLING workshop for the entire WCSH & WLBZ news team. All News Employees	15	All News Employees



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19	10/15/2019	Participation in events sponsored by community groups	Meteorologist participated in a fundraising event hosted by Camp Sunshine. Discussed careers in meteorology and shared insights about working within the broadcast and journalism industry. Additionally, children participated in a small science project.	1	Meteorologist
20	10/16/2019	Participation in events sponsored by community groups	Skype a Scientist, an organization that connects scientist with classrooms via Skype. News Center Maine participated in a discussion with students that included weather, career as meteorologist, broadcast and journalism.	1	Meteorologist