

WCSH
EEO PUBLIC FILE REPORT
November 21, 2019 - November 20, 2020

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
Broadcast IT Technician	1-17, 19-25	16
Multimedia Editor/Producer - 008874	1-5, 7, 9-11, 13-22, 24-25	16
Producer - 9239	2-5, 7, 9-11, 13-22, 24-25	16

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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 : bcdc@bates.edu Email : bcdc@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	0
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	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com URL Manual Posting	N	0

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8	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
9	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
10	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
11	JuJu.com juju.com New York, New York juju.com URL Manual Posting	N	0
12	Linked In	N	1
13	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
14	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

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15	St. Joseph's College 278 White's Bridge Road Standish, Maine Phone : 207-893-6637 Url : www.sjcme.edu Email : pseavor@sjcme.edu Pete Seavor	N	0
16	TEGNA.com 7960 Jones Branch Drive McLean, Virginia Phone : 000-000-0000 teгна.com URL Manual Posting	N	7
17	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
18	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
19	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
20	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

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21	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
22	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
23	University of New England 716 Stevens Avenue Portland, Maine 04103 Phone : 207-221-4237 Fax : 1-207-523-1903 Jeff Nevers	N	0
24	WCSH6.com/WLBZ2.com Portland, Maine Phone : 207-828-6666 Career Services Manual Posting	N	0
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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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	1/6/2020	Participation in other activities designed by the station employment unit	An employee hosted the Portland Recreational Department on a station tour and introduced news employees who participated in Q&A.	1	Director of Community Relations
2	1/7/2020	Participation in events or programs sponsored by educational institutions	An employee went to Windham Primary School to visit students and talk more about his role.	1	Meteorologist
3	1/9/2020	Participation in events or programs sponsored by educational institutions	Participated in the job and internship 1 HR Business Partner fair hosted by College Now. This event is designed to connect employers to gifted and diverse talent pipeline of interns and employees.	1	HR Business Partner
4	1/10/2020	Participation in other activities designed by the station employment unit	An employee hosted Portland High School on a station tour to meet with employees to discuss career opportunities in the news industry.	1	Meteorologist
5	1/14/2020	Participation in events or programs sponsored by educational institutions	An employee went to Acadia Academy School in Lewiston, ME to speak to students about his career and the news industry.	1	Meteorologist
6	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TENGGA launched in the annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven-question online simulation based on the topics featured throughout the campaign.	108	

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7	1/28/2020	Participation in events or programs sponsored by educational institutions	An employee visited the Farwell School in Lewiston, ME to educate students on his role and participate in Q&A.	1	Gutner
8	1/31/2020	Participation in other activities designed by the station employment unit	An employee conducted a station visit with Community Services in Cape Elizabeth, ME to spread awareness about local news.	1	Director of Community Relations
9	1/31/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine Meteorologist participated in School Talk in Auburn, ME at the Fairview School.	1	Meteorologist
10	2/5/2020	Participation in Job Fairs	NEWS CENTER Maine employees participated in the Freeport High School Career Fair.	2	Meteorologist Multimedia Producer
11	2/5/2020	Participation in Job Fairs	A NEWS CENTER Maine Meteorologist participated in a career fair at the Biddeford Intermediate Career Fair in Biddeford, ME.	1	Meteorologist
12	2/7/2020	Participation in events sponsored by community groups	A NEWS CENTER Maine Anchor participated in the Center for Grieving Children Gala held by the Center for Grieving Children in Thompson's Point, ME.	1	Anchor
13	2/11/2020	Participation in other activities designed by the station employment unit	An employee hosted a tour with Community Connections in Saco to educate the participants on our news and broadcast.	1	Director of Community Relations
14	2/28/2020	Participation in events or programs sponsored by educational institutions	NEWS CENTER Maine employees partnered with United Way and volunteered to read at the Saccarappa Elementary School in Westbrook, ME.	2	Digital Content Producer Broadcast IT Technician
15	3/2/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee in partnership with the United Way read to children at the Congin School in Westbrook, ME.	1	Digital Content Producer
16	3/2/2020	Sponsorship of events in the community designed to increase public awareness	A NEWS CENTER Maine employee hosted an event at the station for the Girl Scouts of Maine.	1	Meteorologist
17	3/6/2020	Participation in other activities designed by the station employment unit	An employee hosted Lewiston Middle School on a station tour to meet with news employees and allow for Q&A in regards to employees' positions and the industry.	1	Director of Community Relations

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18	3/18/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee participated in a phone interview with Saco Middle School so students could learn more about being a meteorologist.	1	Meteorologist
19	3/18/2020	Participation in Job Fairs	A NEWS CENTER Maine employee participated in Westbrook Middle School's 8th Grade Career Day.	1	Meteorologist
20	3/26/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee talked with Plymouth State University Future Broadcast Mets (via Zoom).	1	Meteorologist
21	5/14/2020	Establishment of training programs for station personnel	A representative from the Station attended a webinar hosted by From Day One on Keeping Diversity at the Forefront During Crisis Times. Training included tips on how to progress with D&I efforts when the bottom line is under pressure.	1	HR Business Partner
22	5/20/2020	Establishment of training programs for station personnel	Station representative attended a webinar hosted by LifeWorks, Building Resilience in Uncertain Times. This training covered topics to help employees become more resilient during challenging times.	1	HR Business Partner
23	5/21/2020	Establishment of training programs for station personnel	A representative from the Station attended a webinar hosted by From Day One on Recruitment in the New Normal. This training provided tools and techniques for hiring during a crisis from digital interviews to onboarding platforms.	1	HR Business Partner
24	5/28/2020	Establishment of training programs for station personnel	A representative from the Station attended a webinar hosted by From Day One on How Employee Resource Groups Drive Diversity. Training topics included a panel discussion that discussed how to preserve and advance years of efforts towards an inclusive workspace.	1	HR Business Partner
25	6/4/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee participated with a career exploration zoom call with the Gorham, ME school district.	1	Meteorologist

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26	6/8/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee participated in a zoom call to Economics class at UMaine in Orono, ME to speak more about her role and the broadcast industry as a whole.	1	Meteorologist
27	6/8/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee spoke on a zoom call to a history class at Windham Middle School to speak more about his role and the broadcast industry.	1	Broadcast IT Technician
28	9/2/2020	Establishment of training programs for station personnel	TEGNA teamed up with First Draft and they provided training to prepare TEGNA journalists for cover and combat election misinformation. This training was just for TEGNA and included Election Crisis Simulation that placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions about how to report in real-time.	108	
29	10/8/2020	Establishment of training programs for station personnel	<p>As part of a culture of professionalism and integrity, each employee has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards. This responsibility includes completing annual training on these very important topics:</p> <ul style="list-style-type: none"> • “Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination. • “Responsible Use of Social Media” training that covers using social media respectfully and protecting sensitive or private company information. <p>In addition, all employees completed a brief annual Conflicts of Interest survey to disclose any issues that may conflict with TEGNA’s interests. The training modules and Conflicts of Interest survey were completed by Thursday, October 8.</p>	108	