

WCSH-TV
EEO PUBLIC FILE REPORT
November 21, 2022 - November 20, 2023

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
Producer - 014095	1-7, 9-10, 12-19	14
Editor - 014188	1-5, 7-8, 12-14, 16-19	14
Editor - 014188	1-5, 7-8, 12-14, 16-19	8
Broadcast Director - 014463	1-5, 7, 12-17, 19	14
Meteorologist - 014462	1-5, 7, 11-19	11
Broadcast Technician - 014763	1-4, 7, 11-17, 19	14
Broadcast Technician - 014763	1-4, 7, 11-17, 19	14
Producer -14854	1-4, 7, 11, 13-14, 16-17, 19	14
Digital Content Producer-14853	1-4, 7, 11, 13-14, 16-19	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	American Women in Radio and Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.awrt.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	2
4	Colby College 4140 Mayflower Hill Waterville, Maine 04901 Phone : 207-859-4140 Email : davisconnects@colby.edu 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	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com URL Manual Posting	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
7	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
8	Indeed.com	N	1
9	Internal Candidate	N	1
10	JuJu.com juju.com New York, New York juju.com URL Manual Posting	N	0
11	Linked In	N	4
12	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
13	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
14	TEGNA.com 7960 Jones Branch Drive McLean, Virginia Phone : 000-000-0000 tegna.com URL Manual Posting	N	21

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15	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
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	WCSH6.com/WLBZ2.com Portland, Maine Phone : 207-828-6666 Career Services Manual Posting	N	0
19	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:			29

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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	1/5/2023	Establishment of training programs for station personnel	NEWS CENTER Maine employees participated in an online TEGNA training: TEGNA's Annual Ethics Survey to help disclose any issues that may conflict with TEGNA's interests. Part 2 of the online training was TEGNA's Code of Ethics: A Shared Purpose, that focuses on TEGNA Ethics Policy, addressing fair dealings and open competition.	111	All employees
2	1/27/2023	Participation in events sponsored by organizations representing the community	NEWS CENTER Maine employee participated in zoom panel with the Maine Public Relations Council. Employee discussed his job as a journalist, what a day to day is like, and current events.	1	Anchor
3	3/6/2023	Establishment of training programs for station personnel	NEWS CENTER Maine employees participated in TEGNA's Q1 online training: Find the Phish. This interactive exercise offered employees an opportunity to sharpen their cyber skills and reminds them of the common methods criminals use to access confidential information.	111	All employees
4	3/11/2023	Participation in events sponsored by organizations representing the community	NEWS CENTER Maine talent co-emceed a local Maine Mariners Hockey game. Met with fans and viewers, as well as discussed their careers in journalism with the fans at the game.	2	MSJ MSJ
5	3/15/2023	Participation in events or programs sponsored by educational institutions	NEWS CENTER Maine's meteorologist made a classroom visit to Portland High School and presented about weather. He answered questions about being a meteorologist, what a meteorologist's job entails and how he creates a forecast.	1	Meteorologist
6	4/10/2023	Participation in events or programs sponsored by educational institutions	NEWS CENTER Maine meteorologist presented, through zoom, to The University of New England science class. He discussed his career path, climate change and answered questions about his profession.	1	Meteorologist

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7	6/20/2023	Establishment of training programs for station personnel	NEWS CENTER Maine employee's participated in a TEGNA online training: Identify, Isolate and Report. The training helped to identify and isolate a breach if it occurs, and reminds employees to immediately report any incident to their local head of technology and manager, leader or general manager.	111	All employees
8	6/26/2023	Establishment of a mentoring program	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on -the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	2	Producer Producer

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9	7/26/2023	Participation in events or programs sponsored by educational institutions	NEWS CENTER Maine meteorologist met with students at the Sanford YMCA and discussed Maine's weather. He answered questions about his career path, what his day-to-day entails and answered questions about weather.	1	Meteorologist
10	9/26/2023	Establishment of training programs for station personnel	NEWS CENTER Maine employees took part in a TEGNA online training: Know the Signs of Vishing. This training helped to ensure the security of station network and data. The focus was voice phishing, or vishing, a term used to describe crimes that take place over the phone.	111	All employees