

**WLBZ-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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi-Skilled Journalist (MSJ)- 014487	1-4, 6-21	13
Marketing Producer - 014628	1-2, 4, 9-21	13
Marketing Producer - 014762	1-2, 4-5, 7, 9-17, 19-21	13

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	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
5	Indeed.com	N	1
6	Internal Transfer/Promotion	N	1
7	Linked In	N	2
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

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9	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : naffaa12@gmail.com Mr. Jon Melegrito	N	0
10	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : ncnwhq@ncnw.org National Council Negro Women	N	0
11	Southern Maine Community College 2 Fort Road South Portland, Maine Phone : 1-877-282-2182 Url : www.smccme.edu Email : sbannon@smccme.edu Sharon Bannon	N	0
12	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : www.syr.edu/career Email : belichti@syr.edu Bridget Lichtinger	N	0
13	TEGNA.com 7950 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	7
14	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0

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15	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
16	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
17	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
18	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
19	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

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20	University of New England 716 Stevens Avenue Portland, Maine Phone : 207-221-4339 Email : mpecora@une.edu Marcie Pecora	N	0
21	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

**WLBZ-TV****EEO PUBLIC FILE REPORT****November 21, 2022 - November 20, 2023****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	1/9/2023	Establishment of training programs for station personnel	To maintain the highest standards of integrity and ethical behavior in every aspect of TEGNA's work and interaction, all employees must complete TEGNA's Annual Ethics Survey and Code of Ethics training.	19	All employees
2	3/6/2023	Establishment of training programs for station personnel	Secure TEGNA quarterly training module for 2023, Find the Phish. This interactive exercise offers employees an opportunity to sharpen their cyber skills.	19	All employees
3	4/12/2023	Participation in events sponsored by organizations representing the community	NEWS CENTER Maine employees volunteered at the local Ronald McDonald House and cooked dinner for the guests staying at The House. Employees also spoke about their careers in journalism to those at the Ronald McDonald House.	4	Marketing Manager Market Manager Administrative Assistant Engineering Supervisor
4	5/23/2023	Participation in events sponsored by organizations representing the community	NEWS CENTER Maine employees adopted a garden in the city of Bangor as a partnership with Bangor's Beautification Committee. Employees tended the garden. Employees also spoke about their careers in journalism to those with them at the garden.	4	Marketing Manager Marketing Producer Administrative Assistant Account Executive
5	6/24/2023	Participation in events sponsored by organizations representing the community	NEWS CENTER Maine employees walked in Bangor's Pride Parade interacting with community members. The station vehicle was also driven in the parade. Employees discussed their careers in journalism with those at the parade.	5	Managing Editor DIGITAL STRATEGIST Account Executive Engineering Supervisor
6	7/17/2023	Establishment of training programs for station personnel	TEGNA's Q2 training : Identify, Isolate and Report will help 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.	19	All employees
7	9/13/2023	Establishment of training programs for station personnel	NEWS CENTER Maine employees participated in Secure TEGNA training, The 4 P's of Vishing Training, to learn that it is important to understand how to identify potential data breaches and threats initiated by email, text or phone.	19	All employees

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/27/2023	Establishment of training programs for station personnel	NEWS CENTER Maine reporters, anchors, photographers, producers, editors and marketing team had training in 'Journalism Ethics'. TEGNA management presented to the station.	5	MSJ MSJ MSJ Managing Editor
9	9/28/2023	Establishment of training programs for station personnel	NEWS CENTER Maine talent attended a presentation 'On-Air Talent and the State of Social Media with Kristen Reed!'.	5	MSJ MSJ MSJ Managing Editor