

**WLBZ**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Marketing Producer	1-3, 6-11, 15-16, 19-30	9
Account Executive	1-4, 6-9, 12-16, 19-30	4
Account Manager - 8547	1, 9-10, 12, 18, 21, 29	10
Account Executive	1-3, 5-6, 9, 12-17, 19-23, 25-27, 29-30	12
Regional Sales Manager	1-3, 6, 9, 12-16, 19-30	21

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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	Current Employee	N	1
5	Employee Referral	N	1
6	Glassdoor.com Glassdoor.com USA, California Glassdoor.com Glassdoor.com Manual Posting	N	0
7	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
8	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : <a href="mailto:editor@hispaniclink.org">editor@hispaniclink.org</a> Charlie Erickson	N	0

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9	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	2
10	Indeed.com	N	2
11	Internal Candidate	N	1
12	Linked In	N	9
13	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
14	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
15	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
16	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
17	Other Source	N	2
18	Phone Inquiry	N	2

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19	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
20	Syracuse University Suite 344 Syracuse, New York Phone : 315-443-1941 Url : www.syr.edu/career Email : belichti@syr.edu Bridget Lichtinger	N	0
21	TEGNA.com 7950 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	1
22	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
23	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
24	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

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25	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
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 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
28	University of New England 716 Stevens Avenue Portland, Maine Phone : 207-221-4339 Email : mpecora@une.edu Marcie Pecora	N	0
29	WLBZ/WCSH Websites Maine Career Service Manual Posting	N	0
30	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>21</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	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
2	1/16/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee participated in a UMaine Faculty Media Training in Orono, ME.	1	Assistant News Director
3	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, TENGNA 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.	22	
4	2/5/2020	Participation in Job Fairs	A NEWS CENTER Maine employee participated in a career fair at UMaine in Orono, ME.	1	Assistant News Director
5	2/28/2020	Participation in Job Fairs	NEWS CENTER Maine employees worked with career services at UMaine and participated in a job fair	2	Local Sales Manager Director of Marketing
6	3/4/2020	Participation in Job Fairs	A NEWS CENTER Maine employee participated in a career fair at UMaine in Orono, ME.	1	General Manager
7	4/30/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee participated in a call (via zoom) to students at UNH in Durham, NH.	1	Multi Media Journalist

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8	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
9	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
10	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
11	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
12	8/20/2020	Participation in Job Fairs	A NEWS CENTER Maine employee partnered with Vermont Student Assistance Corporation and participated in the Northeast Kingdom Career Fair (via zoom).	1	Assistant News Director
13	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.	22	

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14	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"> <li>• “Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination.</li> <li>• “Responsible Use of Social Media” training that covers using social media respectfully and protecting sensitive or private company information.</li> </ul> <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>	22	
15	10/28/2020	Participation in Job Fairs	A NEWS CENTER Maine employee partnered with the Vermont Student Assistance Corporation and participated in a virtual career connect.	1	Assistant News Director
16	11/11/2020	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine employee participated as a guest speaker in a journalism class at University of South Florida.	1	Multi Media Journalist