

WCSH
EEO PUBLIC FILE REPORT
November 21, 2015 - November 20, 2016

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 - WCSH	1-14, 18-20, 22-40	26
Producer - WCSH	1-14, 18-20, 22-40	11
Producer - WCSH	1-14, 18-20, 22-40	11
Producer - WCSH	1-14, 18-20, 22-40	19
Broadcast Operations Technician - WCSH	1-8, 10, 12-14, 18, 20-40	26
Sales Account Manager - WCSH	1-2, 4, 6-15, 18, 20, 22-25, 27-40	15
Sales Account Manager - WCSH	1-2, 4, 6-15, 18, 20, 22-25, 27-40	11
Executive Producer - Mornings - WCSH	1-2, 4, 6-10, 12-14, 18, 20, 22-25, 27-40	38
Meteorologist - WCSH	6, 11-12, 20-21, 27, 33, 38	21
Meteorologist - WCSH	6, 11-12, 20-21, 27, 33, 38	38
Broadcast Maintenance Technician	1-2, 4, 6-10, 12-13, 15, 18, 20, 22-40	26
Social Media-Web Producer - WCSH	1-2, 4, 6-13, 18, 20, 22-25, 27-40	11
Social Media-Web Producer - WCSH	1-2, 4, 6-13, 18, 20, 22-25, 27-40	11
Production Assistant - WCSH	1-2, 4, 6-13, 18, 20, 22-25, 27-40	11
Local Sales Manager - WCSH	1-2, 4, 6-13, 16-18, 20-40	38
Account Manager - WCSH	1-2, 4, 6-10, 12-13, 15, 18, 20, 22-25, 27-40	15
Digital Sales Specialist - WCSH	2, 6-10, 12-14, 18, 20, 22-25, 27-40	6

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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	Boston University, College of Communication, Journalism Program 640 Commonwealth Avenue Boston, Massachusetts 02215 Fax : 1-617-353-1086 William McKeen	N	0
4	Bowdoin College 4900 College Station Brunswick, Maine 04011 Phone : 207-725-3717 Email : cpc@bowdoin.edu Fax : 1-207-725-3757 Laura Sweetman	N	0
5	Bowdoin College 4900 College Station Brunswick, Maine 04011 Email : handerso@bowdoin.edu M. Handerson	N	0
6	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Career Service Manual Posting	N	2
7	Colby College 4140 Mayflower Hill Waterville, Maine 04901 Phone : 207-859-4140 Fax : 1-207-859-4142 Erica Humphrey	N	0

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8	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
9	Emerson College, Department of Journalism 120 Boylston Street Boston, Massachusetts 02116 Fax : 1-617-824-8618 Paul Niwa	N	0
10	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
11	Employee Referral	N	9
12	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com URL Manual Posting	N	0
13	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
14	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
15	Indeed.com - Not Directly Contacted by SEU	N	5
16	Internal Candidate	N	1

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17	Internet Ad	N	1
18	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
19	Job Fair	N	1
20	JuJu.com juju.com New York, New York juju.com URL Manual Posting	N	0
21	LinkedIn / Word of Mouth	N	3
22	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
23	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
24	National Association Of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	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
25	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Career Service	N	0
26	Other Source	N	4
27	Simply Hired simplyhired.com Sunnyvale, California simplyhired.com URL Manual Posting	N	0
28	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
29	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
30	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
31	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

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32	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
33	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
34	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
35	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
36	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
37	University of New England 716 Stevens Avenue Portland, Maine 04103 Phone : 207-221-4237 Fax : 1-207-523-1903 Jeff Nevers	N	0

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38	WCSH6.com/WLBZ2.com Portland, Maine Phone : 207-828-6666 Career Services Manual Posting	N	4
39	Women in Cable Telecommunications 2000 K Street NW Suite 350 Washington, District of Columbia 20006 Phone : 202-827-4781 Url : www.wict.org Fax : 1-202-450-5596 Robin Burke Zahory	N	0
40	WorkChoices PO Box 241 Waterboro, Maine Email : workchoices@sacoriver.net Sandra Jorgensen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

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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	11/25/2015	Establishment of training programs for station personnel	IRE: Kerry Leary Samantha Edwards Poynter Institute Power Reporting: Grady Trimble SPJ Conference: Grady Trimble Hannah Lilly Amanda Hill Devin Crawford Phil Scott Rob Nesbitt	6	
2	1/1/2016	Establishment of an intern program designed to assist members of the community	WCSH actively recruits students attending accredited colleges and universities. Our program offers the student/intern active participation in a professional broadcast setting. The intern experiences the live work environment gaining real world hands-on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships are primarily news based. During the reporting period we had 6 interns.	1	News Manager
3	1/27/2016	Establishment of a mentoring program	TEGNA Think Tank - Master Class - a year long commitment with the intent that the relationship continue after the program ends. Twice monthly connection for our creative and marketing teams throughout TEGNA.	1	Creative Services
4	2/3/2016	Participation in Job Fairs	Station participated in the University of Maine's Career Fair. The day long job fair had hundreds of students in attendance and provided participants an opportunity to speak with over 50 students to discuss careers in broadcasting.	1	Finance Manager

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5	3/15/2016	Participation in events or programs sponsored by educational institutions	University Site Visits: Boston University twice in reporting year. Activities included: Student critiques, speaking and recruiting.	1	News Director
6	3/17/2016	Participation in events or programs sponsored by educational institutions	Presented at Career Fair at Biddeford Middle School. Speaking about careers in the industry.	1	Anchor
7	4/26/2016	Establishment of training programs for station personnel	Break Through to Excellent was a Digital Summit that was held in Phoenix, AZ and was attended by the Digital Sales Manager. The summit focused on leadership, enhancing sales through websites and social media and brand building.	1	Digital Sales Manager
8	6/13/2016	Provision of training to management	General Managers Summit – TEGNA Now Topics included recruiting and retaining talent, content transformation and leadership lessons, among others.	1	GM

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9	8/26/2016	Participation in events or programs sponsored by educational institutions	Meteorologist made several school visits this year teaching children about weather and careers in the industry. Including: - Waban. Sanford, ME - Birchwood Day Nursery School. Windham, ME - Narragansett School. Gorham, ME - Noble Middle School. Berwick, ME - Sterns Brook School. Bridgton, ME - Windham Primary. Windham, ME - Rowe School. Yarmouth, ME - Lyseth School. Portland, ME - Falmouth Elementary. Falmouth, ME - Pond Cove School. Cape Elizabeth, ME - Eight Corners School. Scarborough, ME - Durham Community School. Durham, ME	1	Meteorologist
10	9/1/2016	Establishment of training programs for station personnel	WCSH & WLBS Director of Sales attended "Clarity in Chaos" at Tegna HQ in McLean Virginia.	1	Director of Sales
11	9/4/2016	Establishment of training programs for station personnel	WCSH General Manager, attended the Tegna Leadership Summit in McLean Virginia	1	GM
12	9/9/2016	Participation in other activities designed by the station employment unit	New England School of Communications - five students came to the station for tour and presentation on the position of Producer, producing a newsmagazine show and careers in the industry.	1	Producer
13	9/26/2016	Establishment of training programs for station personnel	WCSH attended TEGNA's Content Summit in McLean, VA designed to give our management team new ways to examine content issues and get noticed, increase audience on all platforms and hire a diverse staff that is representative of the communities we serve.	1	News Manager

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14	10/28/2016	Provision of training to management	Corporate Labor Relations conducted training for all managers on Harassment and Discipline. Covering prevention, performance improvement plans and fairness in managing.	13	All Managers
15	11/15/2016	Establishment of a mentoring program	TEGNA Mentor Program - one employee chosen to participate as a mentee for the current year's mentorship program.	1	Director of Marketing