

WCSH
EEO PUBLIC FILE REPORT
November 21, 2016 - November 20, 2017

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
Digital Sales Specialist - WCSH	1-2, 4-10, 12-14, 16-17, 19-24, 26-37	26
Digital Sales Specialist - WCSH	1-2, 4-10, 12-14, 16-17, 19-24, 26-37	26
Meteorologist - WCSH	6, 11-12, 17-18, 26, 30, 35	26
News Director - WCSH & WLBY	1-2, 4, 6-10, 12-13, 16-17, 19-24, 26-37	26
Director of Sales Content - WCSH & WLBY	1-2, 6-9, 12-14, 16-17, 19-20, 24, 26-27, 29-31, 33-35	26
Producer	1-2, 6-9, 11-17, 19-20, 24-27, 29-31, 33-35	15
Producer	1-2, 6-9, 11-17, 19-20, 24-27, 29-31, 33-35	11
Producer	1-2, 6-9, 11-17, 19-20, 24-27, 29-31, 33-35	11
Producer	1-2, 6-9, 11-17, 19-20, 24-27, 29-31, 33-35	25
Visual Story Teller / Social Media Contributor	1-2, 6-9, 11-14, 16-17, 19-20, 24, 26-27, 29-31, 33-35	26
Media Strategist	1-2, 6-9, 12-17, 19-20, 24, 26-27, 29-31, 33-35	26
IT Specialist/Broadcast Engineer	1-2, 6-9, 12-17, 19-20, 24, 26-27, 29-31, 33-35	15
Evening Magazine Show Producer	1-3, 6-9, 12-17, 19-20, 24, 26-31, 33-35, 37	15

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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	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	4
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	N	5

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16	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
17	JuJu.com juju.com New York, New York juju.com URL Manual Posting	N	0
18	LinkedIn / Word of Mouth	N	1
19	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
20	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
21	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
22	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

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23	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
24	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
25	Station Website	N	1
26	TEGNA.com 7960 Jones Branch Drive McLean, Virginia Phone : 000-000-0000 teгна.com URL Manual Posting	N	9
27	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
28	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
29	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0

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30	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
31	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
32	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
33	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
34	University of New England 716 Stevens Avenue Portland, Maine 04103 Phone : 207-221-4237 Fax : 1-207-523-1903 Jeff Nevers	N	0
35	WCSH6.com/WLBZ2.com Portland, Maine Phone : 207-828-6666 Career Services Manual Posting	N	1

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36	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
37	WorkChoices PO Box 241 Waterboro, Maine Email : workchoices@sacoriver.net Sandra Jorgensen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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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	12/1/2016	Participation in other activities designed by the station employment unit	<p>December 1, 2016 - Hosted station tour for a group of adults in coordination with the Progress Center. Special areas of tour interest were the studio, production area and weather center. Discussed careers in media and broadcasting.</p> <p>December 8, 2016 - Hosted station tour for middle school students from Waynflete School. Special areas of tour interest were the studio, production area and weather center. Discussed careers in media and broadcasting.</p> <p>February 17, 2017 - Hosted station tour for students from Baxter Academy. Special areas of tour interest were the studio to watch a live show, production area and weather center. Discussed careers in media and broadcasting</p>	1	Community Relations Producer
2	12/1/2016	Establishment of training programs for station personnel	Group HR Director Group HR Director 2TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	2	Group HR Director Group HR Director

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3	12/5/2016	Participation in events or programs sponsored by educational institutions	<p>Made several guest appearances at schools to talk to students about weather forecasting and careers in media and broadcasting.</p> <p>December 5, 2016 - Riverton School in Portland, ME. December 14, 2016 - Village School in Gorham, ME. January 25, 2017 - Central School in South Berwick, ME. February 17, 2017 - China Middle School in China, ME. February 27, 2017 - Kahler School in South Portland, M.E July 19, 2017 - Camp Sunshine in Casco, M.E. July 27, 2017 - Margaret Murphy Centers for Children in Saco, M.E. October 10, 2017- Dirigo Elementary School in Peru, M.E. October 19, 2017 - Pittston Elementary School in Pittston, M.E. October 24, 2017 - Jordan Small Elementary School in Raymond, M.E.</p>	1	Chief Meteorologist
4	1/5/2017	Participation in other activities designed by the station employment unit	Anchor hosted a group of 8th graders from JMG Urban Adventure for a station tour, watched a newscast and had a Q & A where we discussed career opportunities and career tracks within the broadcast and journalist industry.	1	Anchor
5	1/19/2017	Establishment of training programs for station personnel	All TEGNA employees play a part in ensuring that our workplace is free of discrimination and harassment. Indeed, TEGNA is committed to providing all employees with the necessary tools and information for maintaining a workplace that is harassment free. Therefore all employees were required to participate in an on-line training course. Please allow approximately 30 to 45 minutes to complete the course. Everyone was given 60 days from January 19, 2017 to complete the course requirement.	85	All Employees

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6	2/17/2017	Participation in other activities designed by the station employment unit	Anchor hosted a student from Baxter Academy for Technology and Science for a station tour, watched a newscast and had a Q & A where we discussed career opportunities and career tracks within the broadcast and journalist industry.	1	Community Relations Producer
7	2/28/2017	Establishment of training programs for station personnel	Break Through to Excellence Digital Summit held in Phoenix, AZ for Digital and Local Sales Managers. Focus was leadership development, enhancing web sales including social media/brand building.	1	Director of Sales
8	3/20/2017	Establishment of training programs for station personnel	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	85	All Employees
9	4/5/2017	Participation in other activities designed by the station employment unit	Hosted a high school student interested in a career in journalist for a station tour, watched a newscast and had a Q & A where we discussed career opportunities and career tracks within the broadcast and journalist industry.	1	Community Relations Producer
10	4/26/2017	Establishment of training programs for station personnel	Sales Leadership Summit received leadership training on ownership, new products for digital, Google keynote on micro moments, Facebook advertising and the shift to social.	1	Director of Sales
11	5/31/2017	Participation in other activities designed by the station employment unit	Hosted a Deering High School student for a station tour, watched a newscast and had a Q & A where we discussed career opportunities and career tracks within the broadcast and journalist industry.	1	Community Relations Producer

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12	6/22/2017	Establishment of training programs for station personnel	Attended the Investigative Reporters and Editors conference to reboot my skills, recharge my watchdog batteries and reconnect with the world's largest network of investigative journalists during this year's gathering in Phoenix. More than 150 panels, hands-on classes and special presentations. Learned how to improve reporting and storytelling across all platforms.	1	Investigative Reporter
13	6/27/2017	Establishment of training programs for station personnel	The Human Resources Director attended the HR Summit in McLean, VA for two days with a focus on transformation. The summit was full of interactive sessions, breakout groups, entertaining presentations and more. A good amount of time was spent with HR peers working through various aspects of our transformation.	1	Group HR Director
14	6/28/2017	Establishment of training programs for station personnel	News, Digital and Marketing Directors attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms, and hiring of diverse talent representative of the viewing community.	1	News Director
15	7/12/2017	Participation in other activities designed by the station employment unit	Hosted seventeen rising sophomore from Upward Bound High School student for a station tour, watched a newscast and had a Q & A where we discussed career opportunities and career tracks within the broadcast and journalist industry.	1	Community Relations Producer
16	8/8/2017	Participation in other activities designed by the station employment unit	Hosted a student from Falmouth High School student for a station tour, watched a newscast and had a Q & A where we discussed career opportunities and career tracks within the broadcast and journalist industry.	1	Community Relations Producer
17	8/18/2017	Participation in events sponsored by community groups	Chief Meteorologist was host and emcee for the MS Regatta in Portland, Maine. While participating in this event, discussed opportunities within the broadcast industry.	1	Chief Meteorologist

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18	10/7/2017	Participation in events sponsored by community groups	Five of our anchors participated in the Dempsey Center for Hope and Healing event to raise funds for cancer patients. Took time to meet and greet, take pictures, talk weather and share insights into working within the broadcast and journalism industry.	5	Anchor Anchor Anchor/Reporter Anchor Talent
19	10/24/2017	Participation in events sponsored by community groups	Chief Meteorologist volunteered at the Pumpkinfest for Camp Sunshine in Freeport, Maine. While volunteering, discussed career paths into the broadcast and journalist industry.	1	Chief Meteorologist
20	10/28/2017	Participation in events sponsored by community groups	Chief Meteorologist participated in Make a Difference Day in Freeport, Maine. While volunteering within the local community, talked about career paths into broadcast and journalism.	1	Chief Meteorologist
21	11/8/2017	Establishment of an intern program designed to assist members of the community	WCSH-6 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 can not 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, hired and trained five interns for three month assignments.	2	News Director Assistant News Director
22	11/8/2017	Establishment of training programs for station personnel	Marketing Director attended Promax Convention in Los Angeles. Multiple training sessions offered and opportunity to work with syndicators and others in the field.	1	Marketing Director