

**WCSH**  
**EEO PUBLIC FILE REPORT**  
**November 21, 2021 - November 20, 2022**

**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>
Broadcast IT Technician - 10264	2-5, 7, 11, 15-17, 21-27, 30	22
Multiplatform Producer - 10331	2-7, 11, 15-16, 21-27, 29-30	22
Broadcast Producer-11442	1-3, 5-7, 11, 15-16, 21-27, 29-30	22
Meteorologist-11703	1-3, 5, 7, 11, 15-16, 21-27, 29-30	22
Digital Content Manager	1-3, 5-7, 9, 12-13, 15-16, 21-27, 29-30	22
Creative Assistant-11856	1-3, 5, 7-8, 13, 15-16, 21-27, 29-30	22
Weekend Anchor-MSJ-011903	1-5, 7, 15-16, 21-27, 29-30	22
Weekend Anchor-MSJ-011903	1-5, 7, 15-16, 21-27, 29-30	22
Weekend Anchor-MSJ-011903	1-5, 7, 15-16, 21-27, 29-30	22
Digital Producer -012226	2-5, 7, 13, 15, 21-27, 29-30	13
Digital Producer -012226	2-5, 7, 13, 15, 21-27, 29-30	22
Account Executive	1-7, 12-13, 15, 21-27, 29-30	22
Multi-Media Editor/Producer - 012283	1-5, 7, 14-15, 18, 21-23, 25-27, 29-30	22
Associate Director - 012415	1-5, 7, 15-16, 21-23, 25-27, 29-30	22
MSJ - 012412	1-5, 7, 10, 13, 15-16, 21-23, 25-27, 29-30	13
MSJ - 012412	1-5, 7, 10, 13, 15-16, 21-23, 25-27, 29-30	22
Digital Sales Strategist-12601	1-5, 7, 15, 19, 21-23, 25-27, 29-30	3
Visual Storyteller/News Photographer-12668	1-5, 7, 13, 15, 20-23, 25-27, 29-30	22
Visual Storyteller/News Photographer-12668	1-5, 7, 13, 15, 20-23, 25-27, 29-30	22
Creative Producer-12665	1-5, 7, 13, 15, 21-23, 25-27, 29-30	22
Account Manager-12769	1-5, 7-8, 15, 21-23, 26-27, 29-30	8
Producer-12772	1-5, 7, 15, 21-23, 25-27, 29-30	22
Anchor-MSJ-12881	1-5, 7-8, 15, 21-23, 25-30	22
Editor-13008	1-5, 7, 13, 15, 21-23, 25-27, 29-30	22
Meteorologist-13045	1-5, 7, 15, 21-23, 25-30	28
Meteorologist-13045	1-5, 7, 15, 21-23, 25-30	22
Sales Assistant-13155	1-5, 7-8, 15, 21-23, 25-27, 29-30	8
Broadcast Editor-13415	1-5, 7, 15, 21-23, 25-27, 29-30	22

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	American Women in Radio and Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : <a href="http://www.awrt.org">www.awrt.org</a> Fax : 1-703-506-3266 Amy Lotz	N	0
2	Bates College 53 Campus Avenue Lewiston, Maine 04240 Phone : 1-207-786-6232 Url : <a href="mailto:bcde@bates.edu">bcde@bates.edu</a> Email : <a href="mailto:bcde@bates.edu">bcde@bates.edu</a> 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	3
4	Colby College 4140 Mayflower Hill Waterville, Maine 04901 Phone : 207-859-4140 Email : <a href="mailto:davisconnects@colby.edu">davisconnects@colby.edu</a> Fax : 1-207-859-4142 Erica Humphrey	N	0
5	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
6	Glassdoor.com Glassdoor.com Sausalito, California Glassdoor.com URL Manual Posting	N	0

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7	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
8	Indeed.com	N	6
9	Internal Candidate	N	3
10	Internal Transfer/Promotion	N	1
11	Ithaca College, Roy H. Park School of Communications, Department of Journalism 953 Danby Road Ithaca, New York 14850 Phone : 607-274-7972 Email : <a href="mailto:bhawley@ithaca.edu">bhawley@ithaca.edu</a> Fax : 1-607-274-7972 Brandy Hawley	N	0
12	JuJu.com juju.com New York, New York juju.com URL Manual Posting	N	0
13	Linked In	N	13
14	LinkedIn / Word of Mouth	N	1
15	Media Financial Management Association (MFM) 550 W Frontage Road #3600 Northfield , Illinois 60093 Url : <a href="http://www.bcfm.com">www.bcfm.com</a> Email : <a href="mailto:info@mediafinance.org">info@mediafinance.org</a> Fax : 1-847-716-7004 Jamie Smith	N	0
16	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

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17	Not Available	N	1
18	Other Source	N	1
19	Phone Inquiry	N	1
20	Self Referral	N	1
21	St. Joseph's College 278 White's Bridge Road Standish, Maine Phone : 207-893-6637 Url : www.sjcme.edu Email : pseavor@sjcme.edu Pete Seavor	N	0
22	TEGNA.com 7960 Jones Branch Drive McLean, Virginia Phone : 000-000-0000 tegna.com URL Manual Posting	N	58
23	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
24	Thomas College 180 West River Road Waterville, Maine Phone : 207-859-1106 Email : career@thomas.edu Richard Grant	N	0
25	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

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26	UMaine Farmington 248 Main Street Farmington, Maine Phone : 207-778-7034 Url : <a href="http://chd.umf.maine.edu/career">http://chd.umf.maine.edu/career</a> Email : <a href="mailto:umfcareers@maine.edu">umfcareers@maine.edu</a> Stephen Davis	N	0
27	University College of Bangor 1 University Drive Bangor, Maine Phone : 207-621-3154 Url : <a href="http://www.uma.edu/CareerAdvising.html">http://www.uma.edu/CareerAdvising.html</a> Email : <a href="mailto:fraser@maine.edu">fraser@maine.edu</a> Sherry Fraser	N	0
28	Walk In/Self-Referral	N	2
29	WCSH6.com/WLBZ2.com Portland, Maine Phone : 207-828-6666 Career Services Manual Posting	N	1
30	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>92</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	12/27/2021	Establishment of training programs for station personnel	Boyd Huppert from Kare11 held a 9 session story telling class for other reporters in the TEGNA market. Pointers were given on how to strengthen a story.	1	Reporter
2	2/1/2022	Establishment of training programs for station personnel	TEGNA launched a company-wide training program to increase employee understanding of company policies around professional ethics and whistleblower legal protection. All TEGNA employees were required to complete training.	97	All Station Employees
3	2/21/2022	Establishment of training programs for station personnel	This was the first in the 2022 TEGNA-wide quarterly Cybersecurity series training modules. Q1 focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what employees can do to defend against all forms of attacks.	97	All Station Employees
4	3/25/2022	Participation in events or programs sponsored by educational institutions	NEWS CENTER Maine's producer participated in a Northeastern School of Journalism Class and spoke about his role of a producer. He prepared a lesson to teach the class about the responsibilities and essential duties of a news producer.	1	Producer
5	3/29/2022	Establishment of a mentoring program	Director of Sales attended the Executive Leadership program from March 29th - March 31st 2022. This program is designed for future and new General Managers. In this program, the DOS was challenged to think and act differently as a senior leader as well as learning how to strengthen skills to lead strategically across multiple functional units.	1	DOS
6	4/27/2022	Sponsorship of events in the community designed to increase public awareness	NEWS CENTER Maine employees volunteered at Good Shepherd Food Bank warehouse to pack boxes of food to be distributed throughout Maine. NEWS CENTER Maine partners with Good Shepherd Food Bank for the Feed Maine campaign - helping to feed Mainers in need.	9	Comm. Relations Dir. Marketing Producer Programming Specialist Anchor/reporter

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7	5/5/2022	Participation in events or programs sponsored by educational institutions	Employee spoke to Windham Middle School class about Meteorology and what is involved in explaining the weather and how she became a meteorologist.	1	Meteorologist
8	5/7/2022	Sponsorship of events in the community designed to increase public awareness	NEWS CENTER Maine's meteorologist participated in The Kennebunk May Day Festival in which he was part of the parade and spoke with attendees about what it means to be a meteorologist and his daily activities to create a forecast.	1	Meteorologist
9	5/13/2022	Participation in events or programs sponsored by educational institutions	A NEWS CENTER Maine anchor/reporter took part in a mentorship/interview assignment with a Cheverus High School student about what his experience as a journalist, why he became a journalist, and what it takes to be a news reporter in Maine.	1	Anchor/Reporter
10	5/19/2022	Provision of training to management	NEWS CENTER Maine anchor spoke to 100 plus employees from Hannaford Supermarkets, including Hannaford management, about his recent editorial about acceptance and the response he received after the news casts.	1	Anchor/Report
11	6/6/2022	Establishment of training programs for station personnel	Sales in Residence employee met with other fellow employees in the same program as well as senior leadership to learned about company values.	2	Sales in Residence
12	6/8/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class to learn how to use the program, Matrix Monarch. This program is teaching the employee how to log clients and meetings in the program used within the Sales Department.	1	Sales in Resident
13	6/17/2022	Participation in events or programs sponsored by educational institutions	NEWS CENTER Maine anchor was asked to facilitate group discussions during the 2022 Leadership Summit for Middle School Students about bullying with Biddeford Middle School Students as well as other students across the state of Maine. The anchor also discussed career opportunities in broadcast journalism at this speaking engagement.	1	Anchor/Reporter

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14	6/27/2022	Participation in events sponsored by organizations representing the community	NEWS CENTER Maine anchor was asked by the organization, Friends of Windjammer Days, to judge a local event that benefitted local restaurants. The anchor chatted with event attendees and spoke about what is involved in the daily activities of being an anchor and reporter.	1	Anchor/Reporter
15	6/28/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class discussing the use of ComScore within the Sales Department.	1	Sales in Resident
16	6/29/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class to learn more about the program Wide Orbit and how a Sales Department incorporates it into their daily activities.	1	Sales in Resident
17	6/29/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class to learn more about the program Media Monitors and how a Sales Department incorporates it into their daily activities.	1	Sales in Resident
18	6/30/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class to learn more about the program Media Monitors: Ad Analysis and how a Sales Department incorporates it into their daily activities.	1	Sales in Resident
19	7/6/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class, Sales in Residence Learning Event. The mentors in this class spoke about Station Branding at the corporate and individual station level.	1	Sales in Resident
20	7/11/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class, Sales in Residence Learning Event: Sponsorship Advertising. SIR learned about direct clients and sponsorship clients.	1	Sales in Resident
21	7/18/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class, Sales in Residence Learning Event: Agency Buys vs Local Clients. In this class the SIR learned about the different processes to use with agency vs local client buys.	1	Sales in Resident

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22	7/26/2022	Sponsorship of events in the community designed to increase public awareness	NEWS CENTER Maine represented at The Salvation Army NNE Forekids Golf Classic. Money raised went to the NNE chapter of the Salvation Amy. The Sale in Resident and Producer spoke to participants about career opportunities in broadcast journalism at this event.	2	Producer
23	8/1/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class, Sales in Residence Learning Event: Programming. In this class the SIR learned about the importance of local television programming.	1	Sales in Resident
24	8/15/2022	Establishment of a mentoring program	Sales in Resident employee participated in a discussion class, Sales in Residence Panel Discussion. In this discussion, the SIR participated in a Q & A with account executives from different news stations.	1	Sales in Resident
25	8/25/2022	Establishment of a mentoring program	Sales in Resident employee participated in a class, Sales in Residence Learning Event: Creating your Elevator Pitch. In this class the SIR learned about how to tailor a presentation to different clients.	1	Sales in Resident
26	9/6/2022	Participation in events sponsored by organizations representing the community	NEWS CENTER Maine's meteorologist participated in a Safety Day presentation about meteorology to Bridgeton Central Maine Power. She discussed weather, what her job entails and why she became a meteorologist.	1	meteorologist
27	9/15/2022	Establishment of training programs for station personnel	TEGNA launched a company-wide cybersecurity training program; Secure TEGNA, to increase employee understanding of cybersecurity threats and what they can do to protect their own digital life as well as that of the company. All TEGNA employees were required to complete Secure TEGNA Cybersecurity Awareness training.	97	All Station Employees

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28	9/28/2022	Establishment of a mentoring program	<p>Managers participated in the TEGNA Management Develop Program training at FOX61 on Sept 27-29. They were joined by 21 colleagues from across the company and spent the three days learning about how to lead for engagement and high performance, and leading collaboration and change. The two modules, presentations, exercises and discussions were held to show them new ways to approach their leadership positions and to learn the critical leadership skills expected at TEGNA (Intentional Decision Maker, Adaptive Strategic Thinker, Change Leader, Talent Developer, Results Achiever).</p> <p>Combined with the company core values of inclusion, integrity, innovation, impact and results, the training provided a roadmap to moving the company, our employees and ourselves forward in the years ahead.</p>	3	<p>News Director</p> <p>Head of Technology &amp; Operations</p> <p>Marketing Director</p>