

I. VACANCY LIST

[illegible]

WABI
EEO PUBLIC FILE REPORT
DECEMBER 1, 2021 – NOVEMBER 30, 2022

II. MASTER RECRUITMENT SOURCE LIST (“MRS�”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	INDEED.COM	N	10
2	GRAY.TV/WABI.TV (LINKS TO GRAY.TV)	N	6
3	TVJOBS.COM	N	
4	MIDMAINE AREA CHAMBER OF COMMERCE	N	
5	SKOWHEGAN AREA CHAMBER OF COMMERCE	N	
6	ELLSWORTH CHAMBER OF COMMERCE	N	
7	EMPLOYEE REFERRAL	N	10
8	INTERNAL WABI EMPLOYEE	N	1
9	FACEBOOK/YOUTUBE	N	1
10	LINKED IN	N	
11	HANDSHAKE	N	
12	FORMER EMPLOYEE	N	
13	NATIONAL ASSOCIATION OF BLACK JOURNALISTS	N	
14	NEW ENGLAND SCHOOL OF COMMUNICATIONS	N	
15	UNIVERSITY OF MAINE	N	
16	MAINE JOB SOLUTIONS	Y	
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	3/3/2022- Assistant New Director, Creative Services Director & Local Sales Manager participated in Career Fair at Husson University 3/16/2022 – Chief Photographer and Creative Services Director participated in Job Fair at Bangor High School
2	Participate in Job Fair	4/29/2022- Assistant News Director and Office Manager participated in Job Fair at Brewer High School
3	Participate in Job Fair	11/2/2022- Assistant News Director participated in Career Fair at Husson University
4	Internship Program	6/07-8/11/2022- Hosted our 1 st Future Focus Intern for 12 weeks in the Creative Services Department- Came to us from Emerson College
5	Provide EEO Training to Management Level Personnel	2/17/2022- Office Manager attended training hosted by Joan Stewart of Wiley Rein on FCC EEO Reporting
6	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	4/1/2022- Assistant News Director, Office Manager, Creative Services Director, Chief Engineer and for a brief time, General Manager, met with two students from the New England School of Communications to talk about careers in Broadcasting.

		<p>4/11/2022- News Director, Creative Services Director and Office Manager hosted a tabling event and informational session at the University of Maine for students interested in the Broadcasting industry.</p> <p>4/20/2022- Assistant News Director and Office Manager hosted a Tabling event and informational session at Husson University for students interest in the Broadcasting Industry.</p>
7	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	5/11/2022- Chief Photographer and Multimedia Journalist spoke to students at Mt. View Middle School in Thorndike, ME
8	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	<p>4/7/2022- Anchor and Chief Photographer spoke with students at Nokomis Regional High School in Newport, ME</p> <p>4/13/2022- Anchors spoke to a group of students who had been watching the 5pm newscast from Mt. View High School in Thorndike, ME</p> <p>8/3/2022- Chief Photographer and Anchor/Multimedia Journalist spoke to a group of students at the Maine Media Camp at the New England School of Communications</p>
9	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting	<p>2/25/2022- Producer held a producing workshop for students at the New England School of Communications</p> <p>4/8/2022- Chief Photographer critiqued the year end projects for the students of the New England School of Communications.</p>