

WABI
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

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
MMJ/News Anchor Weekend	1, 3, 7, 9	1
TMP- Technical Media Producer	1, 5, 7, 9-10, 12, 14	10
Anchor/MMJ	1-2, 7, 9, 12-16	9
Multimedia Consultant	1, 5-9, 12-15	6
MMJ/News Anchor Weekend	1, 3, 5, 7-9, 12-15	3
TMP- Technical Media Producer	1, 5, 7-9, 11-15	7
News Producer	1, 5, 7-9, 12-15	9
NEWS ANCHOR/REPORTER - WABI	1, 4-5, 7-9, 12-15, 17	7
NEWS ANCHOR (MORNING) - WABI	1, 4-5, 7-9, 12-15, 17	7
MULTIMEDIA CONSULTANT (New Business) - WABI	1, 4-9, 12-15, 17	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	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
2	Corporate Recruiter	N	1
3	Current Employee	N	2
4	Eastern Maine Community College 354 Hogan Rd Bangor, Maine 4401 Url : http://emcc.edu Email : nburns@emcc.edu Nancy Burns	N	0
5	Ellsworth Chamber of Commerce 151 High St Ellsworth, Maine 4605 Phone : 207-667-5584 Url : http://ellsworthchamber.org Email : info@ellsworthchamber.org Danielle Mace	N	0
6	Employee Referral	N	6
7	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	4
8	Husson University 1 College Circle Bangor, Maine 4401 Phone : 207-992-4909 Url : http://husson.edu James Westhoff Manual Posting	N	0
9	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	15
10	Internal Transfer/Promotion	N	1

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11	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	0
12	Maine Job Solutions 128 Taunton Dr Sullivan, Maine 4664 Phone : 207-422-0136 Url : http://mjactionnetwork.com Email : admin@mainejobsolutions.com Admin At Maine Job Soutlion	Y	0
13	MidMaine Chamber of Commerce 50 Elm St Waterville, Maine 4901 Phone : 207-873-3315 Url : http://midmainechamber.com Kimberly Lindlof Manual Posting	N	0
14	Skowhegan Chamber of Commerce 23 Commercial St Skowhegan, Maine 4976 Phone : 207-431-1471 Url : http://skowheganregion.com Email : admin@skowheganregion.com Julia Turner	N	0
15	University of Maine 168 College Ave Orono, Maine 4469 Phone : 207-581-1353 Url : http://umaine.edu Kate Axelsen-Foster Manual Posting	N	0
16	Word of Mouth Referral	N	1
17	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	2/15/2023	Participation in events or programs sponsored by educational institutions	University of Maine hosted a Career Fair for students, we attended and committed to a Friendship Sponsorship.	2	Assistant News Director Office Manager
2	3/9/2023	Participation in events or programs sponsored by educational institutions	Bucksport High School Students came to the station for a full tour and experience with Brian Sullivan, one of our senior anchors.	1	Anchor
3	3/15/2023	Participation in Job Fairs	Bangor High School hosted a Career Fair for all students and Parents at their school.	2	Chief Photographer MMJ/Anchor
4	3/28/2023	Participation in Job Fairs	Husson University hosted a career fair for their students.	2	Assistant News Director Office Manager
5	4/7/2023	Participation in events or programs sponsored by educational institutions	Husson University- New England School of Communication Video Production Final Presentation feedback	1	Chief Photographer
6	4/7/2023	Participation in events or programs sponsored by educational institutions	Airline Community School- Aurora, ME middle school- invited Chief Meteorologist Todd Simcox and Meteorologist Michael Fecca- to talk to their students about weather related topics and meteorology.	2	Chief Meteorologist Meteorologist
7	4/11/2023	Participation in Job Fairs	Stearns High School Job Fair in Millinocket, Maine	2	Chief Photographer MMJ/Anchor
8	4/13/2023	Participation in Job Fairs	Nokomis High School Job Fair	2	Assistant News Director Office Manager
9	4/17/2023	Participation in events or programs sponsored by educational institutions	Central High School Job Shadow Student	1	Assistant News Director
10	4/20/2023	Provision of training to management	The FCCs Equal Employment Opportunity Rules- Training hosted by Joan Stewart of Wiley Rein, LLP.	1	Office Manager
11	6/14/2023	Participation in events or programs sponsored by educational institutions	Searsport High School station tour	2	News Director Sports Director
12	7/17/2023	Participation in events or programs sponsored by educational institutions	Hancock County Technical Center Students Group Tour	1	Anchor

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13	8/2/2023	Participation in events or programs sponsored by educational institutions	Husson University- Maine Media Camp	2	Assistant News Director MMJ/Anchor
14	10/18/2023	Participation in Job Fairs	Piscataquis Community Secondary School Career Fair	2	Assistant News Director Chief Photographer
15	11/2/2023	Participation in events or programs sponsored by educational institutions	Bucksport High School Career Aspirations Day	2	Chief Photographer MMJ/Anchor
16	11/13/2023	Participation in events or programs sponsored by educational institutions	WABI Producer Hosted a News England School of Communications Class at the Station	1	Producer