

WAGM, WWPI-LD
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
TMP/Engineer Apprentice	2, 4-6, 8-11, 13	4
Multi Media Journalist	1-2, 4-11, 13	13
Multi Media Journalist	2, 4-6, 8-11, 13	11
SPORTS REPORTER/MMJ - WAGM	2-14	3

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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	Career or Job Fair - See Section III	N	1
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
3	Employee Referral	N	3
4	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	5
5	Husson College-New England School of Communications 1 College Circle Bangor, Maine 4401 Phone : 207-973-1011 Url : http://www.nescom.edu Email : nasonm@husson.edu Mark Nason	N	0
6	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	6
7	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	6
8	NMCC 33 Edgemont Drive Presque Isle, Maine 4769 Phone : 207-768-2793 Url : http://www.collegecentral/nmcc Tyna Rolon Manual Posting	N	0

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9	Opportunities Aroostook PO Box 779 Caribou, Maine 4736 Phone : 207-493-5851 Url : http://www.opportunitiesaroostook.com Jon Gulliver Manual Posting	N	0
10	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Board Manual Posting	N	0
11	University of Maine Presque Isle 181 Main St Presque Isle, Maine 4769 Phone : 207-768-9589 Url : http://www.umpi.maine.edu Email : deborah.roark@maine.edu Deborah Roark	N	1
12	University of Maine Systems-Career Center 5748 Memorial Union Room 300 Orono, Maine 4469 Phone : 207-581-1359 Url : http://www.umaine.edu/career Career Placement Manual Posting	N	0
13	WAGM website 12 Brewer Road Presque Isle, Maine 4769 Phone : 207-554-5954 Url : http://www.wagmtv.com Email : blawrence@wagmtv.com Bryan Lawrence	N	1
14	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:			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	2/7/2023	Participation in events or programs sponsored by educational institutions	Our News Director and Assistant News Director spent the morning with UMPI Journalism students. Discussion included jobs available in the industry, ways to succeed and what to expect at a job interview.	2	News Director Asst News Director
2	3/23/2023	Participation in Job Fairs	WAGM participated in a job fair that was hosted by Northern Maine Community College. The booth was manned by the News Director and the Assistant News Director.	3	News Director Asst News Director Digital Sales Assistant
3	4/13/2023	Participation in events sponsored by organizations representing the community	WAGM participated in a career exploration event sponsored by Aroostook Partnership for local high school sophomores. 13 students visited WAGM to learn more about the business, what jobs are available and opportunities for internships and job shadowing. Students were at the station for about an hour and several news personalities conducted the tour together.	4	News Director Asst News Director Meteorologist Multi Media Journalist
4	4/14/2023	Participation in events or programs sponsored by educational institutions	WAGM's News Director went to a career day at Easton High School. Discussion included how the News Director got into the business, career paths available at WAGM and throughout the parent company Gray and internships and job shadowing opportunities.	1	News Director
5	4/18/2023	Participation in events or programs sponsored by educational institutions	News gave a tour to the University of Maine Presque Isle Journalism class as a follow up to Feb 7th's class discussion event.	2	News Director Asst News Director
6	4/20/2023	Provision of training to management	Office Manager and News Director participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein, LLP	2	Office Manager News Director
7	5/3/2023	Participation in events or programs sponsored by educational institutions	WAGM hosted an East Grand High School student to job shadowed Rene Cloukey, Sports Anchor for 3 hours. Nathan also had conversations with our Morning Meteorologist and an MMJ for their insights on their positions with WAGM	3	Sports Anchor, Asst News Director Multi Media Journalist Meteorologist

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8	5/8/2023	Establishment of an intern program designed to assist members of the community	WAGM offers an internship program. During the reporting year, two interns participated in our program to learn more about broadcasting and reporting the news.	2	News Director Asst News Director
9	5/10/2023	Participation in events or programs sponsored by educational institutions	Hosted a student job shadow from the Maine Career Exploration Program. The student spent 8 hours shadowing Master Control, Engineering, Creative Services and Promotions. The student came for a second day on 5/17/2023 and shadowed Master Control and Engineering for another more in depth 8 hours.	4	Videographer Chief Engineer Promotions Technical Media Producer
10	8/10/2023	Participation in scholarship programs	WAGM funds a scholarship program for students interested in enrolling in higher education in the broadcast field. The station awarded WAGM's Rene Cloukey Scholarship of \$2000 to 2 students this year, each receiving \$1000.	2	General Manager News Director
11	11/8/2023	Participation in events or programs sponsored by educational institutions	News gave a tour to Ashland High School seniors. The students were visiting local business to help bring awareness to career possibilities in the area	2	Assistant New Director Meteorologist