

Attachment 3: EEO Public File Report Format

WQCB, WBZN, WWMJ, WEZQ, WDEA
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017

I. VACANCY LIST

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRS�”) FOR RECRUITMENT SOURCE DATA

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Multi Media Marketing Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16	5
Multi Media Marketing Executive	1,2,3,4,6,7,8,9,10,11,12,13,14,15,16	15
On Air Personality	1,2,3,4,6,7,8,9,10,11,12,13,14,16	16

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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	New England School of Communications/Husson University	N	0
2	University of Maine, Department of Communication & Journalism	N	0
3	Allaccess.com	N	1
4	On station websites on WQCB, WBZN, WWMJ, WEZQ, and WDEA-AM	N	0
5	In House Referrals	N	1
6	Maine Career Center online Job Bank	N	0
7	University College	N	0
8	Beal College	N	0
9	University of Maine , Multicultural Student Affairs	N	0
10	Penobscot Nation	N	0
11	Career Transition Specialist, Penobscot Job Corps Center	N	0
12	Greater Bangor National Organization of Women	N	0
13	Passamaquoddy Indians	N	0
14	NAACP - Bangor Chapter	N	0
15	Walk In / Self Referral	N	2
16	Greenhouse https://www.greenhouse.io/careers	N	4
			8

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Intern	Kaylyn Sampson from Husson University interned from January 16, 2017 through April 28, 2017.
2	Intern	Eric Cooper from Husson University began an internship on August 29, 2017.
3	Station Tour	The Promotions Manager conducted a tour in April for the George Stevens Academy's Independent Study and Internship program.
4	Job Shadow	Ethan Snow was part of an employee shadow program from February 27, 2017 to March 10, 2017 for the George Stevens Academy.
5	Career Fair	The Promotions Manager and Digital Managing Editor attended the Brewer High School Career day in January 2017.