

## **Annual EEO Public File Report Form**

WAGM-TV PRESQUE ISLE, ME

### **Annual EEO Public File Report**

The purpose of the EEO Public File Report (396) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WAGM-TV and is required to be placed in the public inspection file of this station, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning

December 1, 2008 to and including November 30, 2009 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2008 to November 30, 2009

Station(s) Comprising Station Employment Unit:

**WAGM-TV PRESQUE ISLE, ME**

Section 1: Vacancy Information

	Full-time Positions, Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	ACCOUNT EXEC	WAGM TV BROADCAST	30
2	ACCOUNT EXEC	WAGM TV BROADCAST	18
3	DIRECTOR	TV JOBS	35
4	REPORTER	In-House Posting: H/R WAGM-TV	1

Total Number of Persons Interviewed During Applicable Period:**84**

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 12/01/08 to 11/30/09

Station(s) Comprising Station Employment Unit: WAGM-TV (NEPSK Inc.)

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	In-House Posting: WAGM-TV, Human Resources, 12 Brewer Road, Presque Isle, Me 04769 207-764-4461	4	1, 2, 3, 4
2	Emerson College, 120 Boylston St, Boston, MA 02116-4624, 617-824-8500 <a href="http://www.emerson.edu">www.emerson.edu</a> <a href="http://www.eRecruiting.com">www.eRecruiting.com</a>	0	0
3	Maine Career Center, Attn: John Young, 66 Spruce St, Presque Isle, ME 207-760-6300 <a href="http://www.mainecareercenter.com">www.mainecareercenter.com</a> , <a href="http://www.americajobbank.com">www.americajobbank.com</a>	31	1, 2, 3
4	Medialine, Broadcast Job Bank, MediaLine, P.O. Box 51909, Pacific Grove, CA 93950  Phone: 800-237-8073 <a href="http://www.medialine.com">www.medialine.com</a>	0	3
5	BEDA, Broadcast Executive Directors Assoc. MAB Job Bank, 128 State St, Suite 301, August, Me 04330, 207-623-3870, Suzanne Goucher  <a href="http://www.Careerpage.org">www.Careerpage.org</a>	0	1, 2, 3, 4
6	Northern Maine Community College, Attn: Pat Sutherland, 33 Edgemont Dr, Presque Isle, ME 04769 207-768-2700	1	1, 2, 3

7	University of Maine Presque Isle, Attn: Barbara Deviney, 181 Main St, Career Services, Presque Isle, ME 04769 PH: 207-768-9750	0	1, 2, 3
8	Bangor Daily News, Classified Dept., 491 Main St., Bangor, ME 04401, Phone 207-990-8196	0	0
9	WAGM TV Website Posting, WAGM-TV, Human Resources, 12 Brewer Road, Presque Isle, Me 04769 207-764-4461, <a href="http://www.WAGMTV.com">www.WAGMTV.com</a>	0	1, 2, 3
10	WAGMTV BROADCAST – 30 second broadcast announcement of WAGM-TV job opening. WAGM-TV, Human Resources, 12 Brewer Road, Presque Isle, Me 04769 207-764-4461	39	1, 2, 3
11	TVJobs, Attn: Mark Halloway, PO Box 4116, Oceanside, CA 92052 Website: <a href="http://www.tvjobs.com">www.tvjobs.com</a>	7	3
12	Northern Maine Development Commission, 11 West Presque Isle Road, PO Box 779, Caribou, ME 04730 , 207-493-3108, <a href="http://www.northernmainejobs.com">www.northernmainejobs.com</a>	0	0
13	Husson University, Attn: Bud Vassey, One College Circle, Bangor, ME 04401. 800-448-7766 <a href="mailto:vasseyb@husson.edu">vasseyb@husson.edu</a>	2	1, 2, 3
14	Southern Maine Community College, Attn: Randy Visser, 2 Fort Road, South Portland, ME 04106-1698, 207-714-5500	0	1, 2, 3
15	NAB Career Center, 1771 N Street, NW, Washington DC 20036, 800-237-8073, <a href="http://www.nab.org/bcc">www.nab.org/bcc</a> email: <a href="mailto:nab@nab.org">nab@nab.org</a>	0	1, 2, 3
16	Emerson College, Attn: career Services, 120 Boylston St, Boston, MA 02116-4624, 617-824-8500 <a href="mailto:careers@emerson.edu">careers@emerson.edu</a>	0	0
17	<i>PER REQUEST</i> - New England School of Communications, Bill Devine, Placement Director, 1 College Circle, Bangor, ME 04401 207-941-7179	0	1, 2, 3

18	NACElink.com Career services manager, multiply posting at colleges	0	0
19	TV News Gigs, Stacey Chaloux, Broadcast Emp Services, 318 SE Jackson St, Lee's Summit, MO 64063, 207-768-2793, <a href="http://www.tvnewsgigs.com">www.tvnewsgigs.com</a>	0	3
	TOTALS	84	

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 12/01/08 to 11-30-09

Station(s) Comprising Station Employment Unit WAGM-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WAGM-TV

Type of Activity Under New EEO Rule:

INTERNSHIP PROGRAM

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit students and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with colleges and educational organizations to promote WAGM-TV as a prospective employer.
- Create a symbiotic relationship between interns and WAGM-TV employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible.

Preferably, applicants should be communication majors, though other majors may be considered.

- The applicant must be at least 16 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

Any person interested in internship opportunities should contact the station for more details.

## TRAINING

WAGM-TV is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at WAGM-TV will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

WAGM-TV managers are trained on equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment, via manuals, video training, and managers meetings. Management continually reviews job structure and employment practices, and other measures needed to ensure genuine equality of opportunity. WAGM-TV's EEO policies are included in the employee handbook.

## SPONSORED COMMUNITY INFORMATIONAL EVENT

Activity Classification	Type of Activity	Date	Brief Description	Other Information
1	Northern Maine Community College Job Fair	3/12/09	NMCC, PI, Kelly Landeen, Sales Manager and Cathy Donovan, VP shared presentation & recruitment efforts at local college	
10	UMFK Senior College Weather Presentation	5/23/09	Held at UMPI, Ted Shapiro, Meteorologist, a general weather presentation and instrument demonstration	
10	Presentation held at Zippel Elementary, PI	09/25/09	Ted Shapiro, Meteorologist, did a weather presentation which included weather clues, weather instrument, and outside field exercises.	
5	Job Shadow – Mike Hannigan, SAD 29I	3/20/09	SAD # 29, Houlton, ME - Job shadow, Gabe, with the production team.	
14	Harassment Training Seminars- In House	7/29/09	Station sponsored EEO training, all new employees participated in video training "From sex to religion" employee version. G Neil workplace media Library tapes	
5	JOB Shadow – Job Corp, Reggie Reed, Business & Community Liaison	02/05/09	Loring Job Corp, Student Leroy Neiman, Job Shadow with the News Department.	
10	Hussen College presentation	6/9/09	Held at NMCC Campus, Kelly Landeen, Sales Manager, gave a presentation to Husson College Graduate School on Careers in Broadcast Advertising.	

4	Caribou Snowmobile Club	11/10/09	Ted Shapiro, Meteorologist, did a weather and climate presentation at the club's kick-off meeting.	
4	National Weather Service	8/29/09	Ted Shapiro, meteorologist, manned a table at the National Weather Service open house	
4	Station tour	1/14/09	Station tour given by Dan Stairs in commercial production. Given to Cub Scout Group #194 from Fort Fairfield.	
4	Station tour	4/7/09	Station tour given by Mike McNally, news department. Given to the Ashland Tiger Cubs.	
14	EEOC Webinar	10/14/09	EEOC/OFCCP Compliance Webinar, attended by Cathy Donovan and Susan Willett. Given by CRI University	
14	EEOC Webinar	10/21/09	Disparate Pay – Legal Changes that Affect Employers Webinar, attended by Cathy Donovan. Given by CRI University.	