
Annual EEO Public File Report Form
WGME-TV
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: **WGME-TV, Portland, Maine** 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, 2010 to and including November 30, 2011 (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 hiree 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, 2010 to November 30, 2011

Station(s) Comprising Station Employment Unit:
WGME-TV, Portland, Maine

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	Credit Manager	Jobs In ME	2
2	Account Executive	Wgme.com	4
3	News Anchor	Referral	4
4	News Producer	TV jobs.com	1
5	Executive Producer	Internal	3
6	Promotions Manager	Referral	5
7	News Producer	Sbgi.net	1
8	General Assignment Reporter/Fill-in Anchor	Internal	1
9	Multimedia Manager	Internal	2
10	General Assignment Reporter	Wgme.com	2
11	National Sales Assistant	Wgme.com	5
12	Account Executive	Referral	1
13	Account Executive	Referral	1
14	News Photographer	Internal	4
15	General Assignment Reporter	TVjobs.com	2
16	Local Sales Assistant	CareerBuilder	5
17	Morning Anchor/Reporter	Wgme.com	3
18	Newscast Director	TV jobs.com	5
19	Local Sales Assistant	CareerBuilder	6
20	News Producer	CareerBuilder	1

Total Number of Persons Interviewed During Applicable Period: 58

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **December 01, 2010** to **November 30, 2011**

Station(s) Comprising Station Employment Unit: **WGME-TV**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person, email)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	602 Communications 4349 E Colter Street Phoenix, AZ 85018 Sandy Lizik Slizik@602communications.com	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
2	American Women in Radio & TV (Alliance for Women in Media) 1760 Old Meadow Road, Suite 500 McLean, VA 22102 703-506-3290 703-506-3266 Kate Niswander	0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer

	info@awrt.org	0 0 0 0 0 0 0 0 0 0 0	General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
3	Andover College 901 Washington Ave. Portland, ME 04103 207-774-6126 207-221-8750 Robb Klaiber rtieman@andovercollege.edu rklaiber@andovercollege.edu	0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
4	The Art Institute of Fort Lauderdale Career Services Advisor Attn: LuWin Sanchez 1799 SE 17th St Fort Lauderdale, FL 33316 Phone (954) 308-2615 lsanchez@aii.edu	0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter

		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
5	Bates College 31 Frye Street Lewiston, ME 04240 207-786-6232 Hilary Verrill hverrill@bates.edu	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
6	Bishop State Community College Career Center 351 N. Broad Street Mobile, AL 36603	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment

		0	Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
7	Bowdoin College Career Planning Center 4900 College Station, Brunswick, ME 04011 cpc@bowdoin.edu	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment
		0	Reporter/Fill-in Anchor
		0	General Assignment
		0	Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment
		0	Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
8	California Chicano News Media Association 300 S. Grand Ave, Suite 3950 One California Plaza Los Angeles, CA 90071	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment
		0	Reporter/Fill-in Anchor
		0	General Assignment
		0	Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment
		0	Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director

		0 0	Local Sales Assistant News Producer
9	Career Builder 8401 Greensboro Dr Ste 250 McLean, VA 22102 Brian Maggio www.Careerbuilder.com	1 0 0 0 0 0 0 0 0 0 2 0 0 0 3 0 0 4 1	Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
10	Central Maine Community College 1120 Turner Street Auburn, ME. 04210 207-755-5100 blibby@cmcc.edu Betsy Libby (Acting Dean of Students)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer

11	City of Portland 389 Congress Street Portland ME 04101 (207) 874-8624 rtr@portlandmaine.gov	0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
12	Colby College 4000 Mayflower Hill Waterville ME 04901 207-872-3343 career@colby.edu	0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
13	Collective Talent 26150 Herseyvale Franklin, MI 48025 Michael Bille	0 0 0 0	Credit Manager Account Executive News Producer Executive Producer

	bille@michaelsmedia.com	0 0 0 0 0 0 0 0 0 0 0 0 0	Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
14	Columbia Journalism School Graduate School Jaqueline Delafuente 207 Journalism, MC 3801 New York, NY 10027 Jmd2221@columbia.edu	0 0 0	Newscast Director Local Sales Assistant News Producer
15	Craig's List www.craigslist.org	0	Account Executive
16	Hispanic Link News Service 1420 N. Street, NW Washington, DC 20005	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant

		0	News Producer
17	Howard University Carol Dudley School of Communications 5258 Bryant Street, NW Room 107 Washington, DC 20059 cdudley@howard.edu	0 0 0	Newscast Director Local Sales Assistant News Producer
18	Internal Posting Station	0 0 0 0 2 4 0 1 1 2 0 0 0 2 0 0 1 2 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor Multimedia Manager General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
19	Jobs in ME	1	Credit Manager
20	Johnson State College Dewey Campus Center Johnson, Vermont 802-635-1257 heidi.wrighton@jsc.edu	0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor

		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
21	Maine Job Bank 1-888-457-8883 joborders@maine.gov	1	Credit Manager
		0	Account Executive
22	Medialine Box 51909 Pacific Grove, CA 93950 Mark Shilstone 800-237-8073 medialine@medialine.com	0	News Anchor
		0	Reporter/Fill-in Anchor
		0	Multi-Media Manager
		0	Morning Anchor/Reporter
		0	News Photographer
		0	News Producer
		0	General Assignment Reporter
23	NAACP PO Box 3631 Portland, ME 04104	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer

24	National Association of Black Journalists 8701-A Adelphia Road Adelphi, MD 20783 Lisa Goodnight 301-445-7100	0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
25	National Association of Broadcasters 1771 North Street, NW Washington, DC 20036 Karen Hunter	0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporters Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
26	The National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW	0 0 0 0	Credit Manager Account Executive News Anchor News Producer

	Washington, DC 20045-2001 Phone: 202.662.7145 Fax: 202.662.7144 Yaneth Guillen jobbank@nahj.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
27	National Black MBA Association 180 N. Michigan Ave. Suite 1515 Chicago, IL 60601 Debbie Turner	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporters Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
28	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, CA 91105 626-792-6462 www.info@nhmc.org aflores@nhmc.org Attn: Claudia Flores	0 0 0 0 0 0 0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment

		0	Reporter/Fill-in Anchor General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
29	Native American Journalists Association 555 Dakota Street Center Vermillion, SD 57069	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
30	Native American Public Telecommunications 1800 No 33 rd Street Lincoln, NE 68583	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant

		0 0 0 0 0 0 0 0	Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
31	New England School of Communications One College Circle Bangor ME 04401 1-800-877-1876 Bill Devine bill@nescom.edu	0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
32	Norfolk State University Paula C. Briggs, Ph.D. Associate Professor Dept. of Mass Communications & Journalism 700 Park Avenue Norfolk, VA 23504 pcbriggs@nsu.edu (757) 823-2384	0 0 0	Newscast Director Local Sales Assistant News Producer
33	Referral	2 4 1 0 2 2 1	Account Executive News Anchor Promotions Manager News Producer National Sales Assistant\ Account Executive (2) News Photographer

		0	General Assignment Reporter
		1	Local Sales Assistant
		1	Morning Anchor/Reporter
		0	Newscast Director
		2	Local Sales Assistant
		0	News Producer
34	Sinclair Broadcast Group 10706 Beaver Dam Road Cockeysville, MD 21030 www.sbgi.com Attn: Sharon Pickeral	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		1	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	Multimedia Manager
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
35	Senior Job Bank PO Box 508 Marlborough, MA 01752 Eric Summers	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant

		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
36	Southern Maine Community College Fort Road South Portland, ME 04106 207-767-6726 careers@smccme.edu	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
37	Saint Joseph's College of Maine 278 Whites Bridge Road Standish, ME 04084 Tel: 207- 893-6636. Fax: 207- 893-6638 Tom Novak tnovak@sjcme.edu	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer

38	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, TX 45039 Christina Hedding hedding@talentdynamics.com	0 0	News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
39	The Career Center 185 Lancaster Street Portland, ME 04101 207-771-5627 John Bouchard john.c.bouchard@maine.gov	0 0	Credit Manager Account Executive News Producer Executive Producer Promotions Manager News Producer General Assignment Reporter/Fill-in Anchor General Assignment Reporter National Sales Assistant Account Executive (2) News Photographer General Assignment Reporter Local Sales Assistant Morning Anchor/Reporter Newscast Director Local Sales Assistant News Producer
40	The Hallundbaek Company PO Box 1444 Camden ME 04843 Carole@hallundbeak.com	0 0 0 0 0 0 0 0 0 0	Credit Manager Account Executive News Anchor News Producer Executive Producer Promotions Manager General Assignment Reporter/Fill-in Anchor

		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
41	Thomas College 180 West River Road Waterville ME 04901 207-859-111 careerdir@thomas.edu	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
42	TVJobs PO Box 4116 Oceanside, CA 92052 www.tvjobs.com Attn: Mark Holloway	0	Credit Manager
		0	Account Executive
		0	News Anchor
		1	News Producer
		1	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	Multimedia Manager
		0	General Assignment Reporter
		0	National Sales Assistant

		0	Account Executive (2)
		0	News Photographer
		2	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		3	Newscast Director
		0	Local Sales Assistant
		0	News Producer
43	University of New England 11 Hills Beach Road Biddeford, ME 04005 207-797-7261 207-602-2503 Jeff Nevers jnevers@une.edu 207-602-2461 Donna Gaspar dgaspar@une.edu 207-602-2817 Judy Bellante jbellante@une.edu	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter
		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
44	University of Southern Maine Career Services 96 Falmouth Street Portland, ME 04104 207-780-4220 bliss@usm.maine.edu Larry Bliss (207) 780-4194 James Roberts roberts@usm.maine.edu	0	Credit Manager
		0	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment Reporter/Fill-in Anchor
		0	General Assignment Reporter
		0	National Sales Assistant
		0	Account Executive (2)
		0	News Photographer
		0	General Assignment Reporter

		0	Local Sales Assistant
		0	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer
45	WGME 13 (website) 81 Northport Drive Portland, ME 04103 www.wgme.com Attn: Sarah Judd	0	Credit Manager
		1	Account Executive
		0	News Anchor
		0	News Producer
		0	Executive Producer
		0	Promotions Manager
		0	News Producer
		0	General Assignment
		0	Reporter/Fill-in Anchor
		0	Multimedia Manager
		2	General Assignment
			Reporter
		1	National Sales Assistant
		0	Account Executive (2)
		1	News Photographer
		0	General Assignment
			Reporter
		1	Local Sales Assistant
		1	Morning Anchor/Reporter
		0	Newscast Director
		0	Local Sales Assistant
		0	News Producer

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from **December 01, 2010** to **November 30, 2011**

Station(s) Comprising Station Employment Unit: **WGME-TV**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WGME-TV (Sinclair Broadcast Group)

Educational Event

Date of Station Participation: March 21, 2011

Host / Sponsor of Activity: Telstar Regional High School

Participating Employees: Sarah Judd, Human Resources Coordinator

A Brief Description of Station Participation: James Piccirillo from Telstar High School came to the station on March 21, 2011 and job shadowed in the News department. He spent time with photographers, editors and producers to get an understanding of how a television station operates. He also Attended the morning meeting in the news room and watched the news from our studio and control room.

Educational Event

Date of Station Participation: March 31, 2011

Host / Sponsor of Activity: Yarmouth High School

Participating Employees: Sarah Judd, Human Resources Coordinator

A Brief Description of Station Participation: Nick Worcester from Yarmouth High School came to the station on March 31, 2011 and job shadowed in the News department. He spent time with photographers, editors and producers to get an understanding of how a television station operates. He also Attended the morning meeting in the news room and watched the news from our studio and control room.

Educational Event

Date of Station Participation: April 16, 2011

Host / Sponsor of Activity: York High School

Participating Employees: Catherine Parrotta-Anchor/Reporter

A Brief Description of Station Participation: Meghan Boria-Meyer from York High School came to the station on April 16, 2011 and job shadowed an Anchor/Reporter. She received a station tour and observed a live newscast from our studio. She shadowed a News Producer and was introduced to News Anchor tasks such as story writing, logging tapes and copy editing.

Career Fair

Date of Station Participation: March 31, 2011

Host / Sponsor of Activity: UNE Career Fair

Participating Employees: Sarah Judd, Human Resources Coordinator and Katie Hebert, Account Executive

A Brief Description of Station Participation: A job fair was held at The University of New England. Flyers of open positions were handed out and business cards were available. Prospective employees were encouraged to apply online for job opportunities at the station.

Internship Program

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry. Our internship program is promotions/event/community based, which gives students more responsibility and direct dealings with the public as a representative of the station.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station 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. Preferable, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 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. He or she must be registered for college credit at his or her institution during the quarter of semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

A Brief Description of Station Participation : Sarah Moir, a senior at Gorham High School participated in a 36 hour communications internship at WGME for the spring semester. She had the opportunity to learn how a television station operates in its entirety. She had the opportunity to learn about the following areas of a news station

- Developed an understanding of the Business side of operating a news station.
- Watched how Topical's were produced in the promotions department.
- Shadowed Account Executive.
- Spent time in Master Control learning how the final product comes together before it airs on television.
- Shadowed production during edits and shoots

- Sat with news staff to understand function of the news room
- Participated in the news meetings

A Brief Description of Station Participation: Alex Chase, a junior at Plymouth State College participated in a Meteorology internship at WGME for the summer semester. He had the opportunity to learn how a television station operates in its entirety. Duties he performed during his internship included:

- Reviewing the forecast models with Charlie Lopresti, Chief Meteorologist.
- Updating information for the forecast (weather graphics, tides, UV index)
- Updating the station website on severe weather days.
- Taking phone calls from weather watchers.
- Organizing archived weather video from WGME.
- Had the opportunity to work in front of the green screen after broadcasts.

Training

SBG, Inc. 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 SBG and its stations 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.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.

Newly hired Managers and Supervisors took web-based training courses titled "Sinclair/ /Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.