

**EEO ANNUAL PUBLIC FILE REPORT**

**THE ZONE CORPORATION**

WKIT/WZLO/WZON

**1. Full-Time Jobs Filled From December 1, 2018 to November 30, 2019**

*Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy*

Title of Position: \_\_\_\_\_ NONE \_\_\_\_\_

Date Filled: \_\_\_\_\_

Recruitment Source That Referred The Individual Hired: \_\_\_\_\_

Total Number of People Interviewed for Vacancy: \_\_\_\_\_

List All Recruitment Source(s) Used to Fill Vacancy:

<b>Recruitment Source Name*</b>	<b>Contact Person</b>	<b>Address and Phone Number</b>	<b>Total No. of Interviewees Referred For Position</b>

\* Asterisk after source name indicates that the source is entitled to notification of vacancies.

**2. Recruitment Initiatives Implemented From December 1, 2017 to November 30, 2019:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
<b>SEXUAL HARASSMENT TRAINING</b>	<b>MAY 2018</b>	<b>ANNE-MARIE STOREY, RUDMAN &amp; WINCHELL DELIVERED TRAINING</b>
<b>ME HR CONVENTION</b>	<b>MAY 9, 10, 11, 2018</b>	<b>STATE OF MAINE HR CONVENTION - HELD IN ROCKLAND</b>
<b>DEPT. OF LABOR SPRING JOB FAIR</b>	<b>MAY 24, 2018</b>	<b>DEPT. OF LABOR FAIR HELD IN BANGOR</b>
<b>EMPLOYMENT OUTREACH AD</b>	<b>DEC 2017 TO NOV 2018</b>	<b>AD RUNS EVERY MONTH ON ALL 3 STATIONS.</b>

<b>EMCC JOB FAIR</b>	<b>FEB 27, 2019</b>	<b>HELD AT EASTERN MAINE COMMUNITY COLLEGE</b>
<b>SPRING CAREER FAIR</b>	<b>MAY 23, 2019</b>	<b>DEPT OF LABOR FAIR HELD IN BANGOR</b>
<b>FALL CAREER FAIR</b>	<b>OCT 22, 2019</b>	<b>DEPT OF LABOR FAIR HELD IN BANGOR</b>
<b>EMPLOYMENT OUTREACH AD</b>	<b>DEC 2018 TO NOV 2019</b>	<b>AD RUNS EVERY MONTH ON ALL 3 STATIONS.</b>

<b>PUBLIC TOURS</b>	<b>FEB 7, 2019</b>	<b>WITH ME JOB SOLUTIONS - ZAC CAME TO TOUR THE STATION</b>
<b>ME HR CONVENTION</b>	<b>MAY 8, 9, 10, 2019</b>	<b>STATE OF MAINE HR CONVENTION - HELD IN ROCKLAND</b>
<b>HRAEM MEMBER</b>	<b>2019</b>	<b>MEMBER OF THE LOCAL HR CHAPTER. THEY OFFER MONTHLY MEETINGS FOR HR TRAINING.</b>
<b>INTERNSHIP</b>	<b>NOV 12, 2019</b>	<b>BEGAN AN UNPAID INTERNSHIP WITH A GRADUATE OF BROADCASTING SCHOOL (NESCOM). WHO WANTED A REFRESHER COURSE IN BROADCASTING. 10 WEEKS. 50 HOURS TOTAL. BEGINNING NOV 12<sup>TH</sup>, 2019</b>