

EEO ANNUAL PUBLIC FILE REPORT

THE ZONE CORPORATION

1. Full-Time Jobs Filled From December 1, 2019 to November 30, 2020

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

Title of Position: Radio Engineer

Date Filled: August 24th

Recruitment Source That Referred The Individual Hired: WKIT Facebook Page

Total Number of People Interviewed for Vacancy: 1

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

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
100.3 WKIT-FM Facebook Page	Ken Wood	861 Broadway Bangor, ME	1
100.3 WKIT-FM Ad	Ken Wood	861 Broadway Bangor, ME	0
103.1 WZLO-FM Ad	Ken Wood	861 Broadway Bangor, ME	0
AM620 WZON Ad	Ken Wood	861 Broadway Bangor, ME	0

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

2. Recruitment Initiatives Implemented From December 1, 2019 to November 30, 2020:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
ME HR CONVENTION	MAY 11, 12, 13, 14, 15	STATE OF MAINE HR CONVENTION - HELD REMOTELY
EMPLOYMENT OUTREACH	DEC 2019 - NOV 2020	AD RUNS EVERY MONTH ON ALL 3 STATIONS.
VIRTUAL HR CONFERENCE	NOV 18 & 19	BANGOR REGION CHAMBER OF COMMERCE VIRTUAL HR CONFERENCE
HRAEM MEMBER	2020	MEMBER OF THE LOCAL HR CHAPTER, THEY OFFER MONTHLY MEETINGS FOR HR TRAINING - VIRTUAL