

Appendix 1

Covering the Period from December 1, 2014 to November 30, 2015

Vacancy Information

Full Time Positions Filled By Job Title/Date of Hire	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for this Position
Account Executive (2/2/15)	On-Air Ad	4
Promotions Manager (2/17/15)	BDN/On-Air ad	4
On-Air Co-Host/Producer (7/13/15)	On-Air, BDN, Web	3
Promotions Assistant (5/27/15)	On-Air, BDN, Web	5

Appendix 2

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Recruitment Source Information

Recruitment Source	Total # of Interviewees this Source has Provided	Position/Date of Ad
A In-House Notification	5	Promotions Manager, On-Air Co-Host, Promotions Assistant
B WKIT-FM, WZON-AM/FM	3	Account Executive and Promotions Manager
C Bangor Daily News Classified Dept., 495 Main St. Bangor, Maine 207 990-2820	6	Account Executive, Promo Manager, Promo Assistant, On-Air Producer
D mainejobhunter.com Bangor Daily News - On Line		
E Careerpage.org National Assoc of Broadcasters		
H Resumes on Files		
I Employment One (Requested Listings) 444 Stillwater Ave. Bangor, ME 207 947-9675		
J Employee Referral		
K New England School of Communications	2	Promotions Manager
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Appendix 3

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Supplemental Recruitment Activities Undertaken by Station (4 in a 2 year period)

1	Management Training	Me HR Confereice (5/15)	
		HR of EM Conference (2015)	
		ME Workers Comp Summit (8/15)	
2	Participation in 4 events sponsored by NESCOM representing career Opportunities in broadcasting	New Student Orientation - 7/11/15 (Toby Nelson)	
	Opportunities in broadcasting	Speaker - Media Ethics	
	Opportunities in broadcasting	Sports Media Panel - 8/3/15 (Toby Nelson)	
	Opportunities in broadcasting	Media Camp 8/4/15 (Toby Nelson)	
3	Community Groups - Career Days	Foxcroft Academy Students (4/15)	
4	Community Groups - Tours	Cub/Boy Scouts Tours 1/22/15 (Bangor Pack 8), Amicus Tour (8 people) 3/3/15, Maine Media Camp (8/5/15), NOE Tour (9/7/15), Misc. Tours to Groups	
5	Job Fairs	Maine Career Center/DOL Job Fairs 5/28/15 and 10/27/15	
6	Internship Program		
7	Participate in General On-Line Outreach	All Ads are placed on zoneradio.com	
8	Mentoring Program/Job Shadowing	2 NESCOM Students, 1 HS student (Seth Fick 2/15)	