

**WDEV, WDEV-FM, WLVB, WCVT, WEXP
EEO PUBLIC FILE REPORT
December 1, 2012- November 30, 2013**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	13*	13
Account Executive	1, 7, 13	13
Account Executive	1, 7, 13	13
Account Executive	7, 12, 13, 16	12

**Exigent Circumstances*

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Barre Montpelier Times Argus & Sunday Rutland Herald 540 North Main Street, Barre VT 05641	N	8
2	Business & Professional Women/VT www.burlingtonbpw.org President: Stephanie Hainley	N	0
3	Central Vermont Economic Development Corp. One National Life Drive P.O. Box 1439 Montpelier, VT 05601 Sam Andersen, Executive Director 802.223.4655 cvedc@sover.net	N	0
4	Norwich University 158 Harmon Drive Northfield, VT 05663	N	0
5	Burlington Free Press Burlingtonfreepress.com classifieds College Street Burlington, VT 05401	N	0
6	The World Newspaper 403 US Route 302 Berlin, VT 05601 Gary Haas	N	0
7	Vermont Association of Broadcasters VAB@vab.org Jim Condon, Executive Director	N	1
8	Vermont Department of Employment & Training Career Resource Center McFarland State Office Building 5 Perry Street, Suite 200 Barre, VT 05641 802.476.2600	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Vermont Department of Employment & Training Career Resource Center 63 Pearl Street Burlington, VT 05401 802.863.7676	N	0
10	Vermont Department of Employment & Training Career Resource Center 200 Asa Bloomer Building 88 Merchants Row Rutland, VT 05701 802.786.5837	N	0
11	Vermont Department of Employment & Training Career Resource Center 197 Harrell Street Morrisville, VT 05661-0429 802.888.4545	N	0
12	Rutland Herald P.O. Box 668 Rutland, VT 05701 802.747.6126 Ryan.Decelle@rutlandherald.com	N	5
13	EEO Broadcast Announcements The Radio Vermont Group P.O. Box 550 Waterbury, VT 05676 802.244.7321 WDEV-WLVB-WCVT-WEXP emichaels@radiovermont.com	N	3
14	Walk-in/Self-referral	N	0
15	Word of Mouth	N	0
16	Sam's Good News 162 North Main Street Stony Brook Plaza, Rutland, VT 05702 802.773.4040 sales@samsgoodnews.com	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			18

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	<p>Other Station Efforts – Activities intended to disseminate information about careers in broadcasting to those who might otherwise be unaware of them.</p>	<p>During the reporting period, SEU licensee Radio Vermont Group (RVG) distributed nearly 100 copies of the documentary “Tune in Tomorrow” to stations visitors, job applicants, new hires, talk show guests and at on-location broadcasts – providing compelling information about the people, jobs and business of local radio. The hour-long program features the broadcast operations of station WDEV – an up close and personal view of local small-market radio today – its people, its jobs, its mission, and its challenges – with commentary about the relevance of local radio from a well-known Vermont author and Middlebury College professor. This is a powerful tool for disseminating information about careers in broadcasting and has reached hundreds of people who would otherwise be unaware of the workings of the radio business.</p> <p>During this reporting period, examples of specific events attended by RVG ownership, management and professional staff, at which information about radio station operations, jobs, and career opportunities and copies of the “Tune in Tomorrow” DVD were distributed, included:</p> <ul style="list-style-type: none"> • March 16-17 – The Waterbury Home Show at Crossett Brook Primary School in Duxbury, Vermont. RVG attended and broadcast “live” from this event. • May 22-23 – Attended and broadcast from the “Business and Industry Expo” at the Sheraton Conference Center in South Burlington. RVG VP/GM conducted a two-hour on-air jobs forum about electronic communications infrastructure. VP/Sales and an RVG talk personality interviewed business leaders about employment issues in Vermont. • August 10-11 – Attended and broadcast from the Stowe Antique and Classic Car Meet at Nichols Field in Stowe, VT. RVG owner/president anchored the broadcast about local radio. • September 13-14 – Attended and broadcast from the Tunbridge World’s Fair in Tunbridge, VT. The 2-hour live program included information about the important role those employed in local radio – the RVG weather forecaster, broadcast engineers, and management functioning as

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		reporters and producers – played in protecting public safety during and following the devastation in Vermont caused by Tropical Storm Irene in 2011.
2	Other Station Efforts – Activities intended to disseminate information about careers in broadcasting to those who might otherwise be unaware of them.	January 29-31 – VT Farm Show. Licensee participated in a 3-day event featuring on-locations broadcasts about the agricultural segment of Vermont, and displayed information about job opportunities at its radio stations. It also distributed printed hand-outs about the stations’ programming services and interacted with show attendees, providing information and answering questions about the station mission and operations. VP Eric Michaels, VP of Sales Tom Beardsley plus the PDs of WDEV, WCVT and WLVB staffed the event – along with the “live” Mark Johnson Show (public affairs) from 9-11AM all three days.
3	Career Days, Workshops, Conventions, etc. – Non-school-sponsored events.	November 23, 2013 –Participated in the Rutland Regional Chamber of Commerce benefit gift fair. WEXP had a table and distributed recruitment handouts. Participants included VP of Sales, Program Director, Local Sales Manager, and an Account Executive.
4	Internship Program	During the Spring term 2013, a senior journalism student from University of Vermont participated in a 6-month internship during which she assisted with production of a 2-hour weekday public affairs program doing topic research, booking guests, helping with show prep, and monitoring the production of the show from the control room. She also was assigned to do several high-profile interviews.
5	Internship Program	May 28-30, 2013 – two students from Peoples Academy Middle Level School in Morrisville, VT, participated in a 3-day internship program at WVLB during which they observed and had hands-on experience with show preparation, board operations, traffic logs and music rotations, and had a chance to read the weather and were provided “air checks” of their performances.
6	School-Sponsored Programs – Relating to career opportunities.	October 9, 2013 – RVG’s full-time weather forecaster was a presenter at the Osher Lifelong Learning Institute. He spoke to adult students about being a weatherman, his daily responsibilities, as well as the tools and technology of weather forecasting. The seminar was conducted in association with the University of Vermont and was held at the Montpelier Senior Center.

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7	Career Days, Workshops, Conventions, etc. – Non-school-sponsored events.	RVG's full-time weather forecaster is a regular speaker at the Waterbury Public Library, describing his work in radio, the tools and technology of weather forecasting, his experiences as a radio weathercaster providing life-saving information during severe storms such as Tropical Storm Irene in August 2011, which devastated much of the RVG service area.
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