

**WDEV, WDEV-FM, WLVB, WCVT, WEXP**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2014- November 30, 2015**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Director of Sales	7, 12, 13, 17, 18, 19, 20	7

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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	0
2	Business & Professional Women/VT <a href="http://www.burlingtonbpw.org">www.burlingtonbpw.org</a> 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 <a href="mailto:cvedc@sover.net">cvedc@sover.net</a>	N	0
4	Norwich University 158 Harmon Drive Northfield, VT 05663	N	0
5	Burlington Free Press <a href="http://Burlingtonfreepress.com">Burlingtonfreepress.com</a> 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 <a href="mailto:VAB@vab.org">VAB@vab.org</a> 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 <a href="mailto:Ryan.Decelle@rutlandherald.com">Ryan.Decelle@rutlandherald.com</a>	N	1
13	EEO Broadcast Announcements The Radio Vermont Group P.O. Box 550 Waterbury, VT 05676 802.244.7321 WDEV-WLVB-WCVT-WEXP <a href="mailto:emichaels@radiovermont.com">emichaels@radiovermont.com</a>	N	0
14	Walk-in/Self-referral	N	0
15	Word of Mouth	N	1
16	Sam's Good News 162 North Main Street Stony Brook Plaza, Rutland, VT 05702 802.773.4040 <a href="mailto:sales@samsgoodnews.com">sales@samsgoodnews.com</a>	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
17	Seven Days P.O. Box 1164 Burlington, VT 05402-1164 <a href="http://www.Sevendaysvt.com/classifieds">www.Sevendaysvt.com/classifieds</a>	N	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			4

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	<b>Job Fair – Co-sponsor</b>	<p>In 2015, RVG partnered with Central Vermont Economic Development and Voc Hab Vermont for the 6<sup>th</sup> Annual Job Fair. Our stations provided over \$2,000 in advance publicity. We participated in a planning session with the Board to organize the event and we provided a “live” broadcast at the Job Fair on April 1, 2015 from the Barre Civic Center Auditorium. RVG also participated with a fully-staffed display table. We conducted interviews with five potential applicants considering broadcasting as a career change. The entire WDEV Morning News Service emanated from the job fair with RVG Vice President Eric Michaels. The event was also covered during the Radio Vermont News Network segments in morning drive time – with the combined stations reaching nearly ¾ of Vermont.</p>
<b>2</b>	<b>Management EEO Training</b>	<p>On October 14, 2015, RVG VP and GM attended a webinar regarding EEO and the FCC Public File presented by the VT Association of Broadcasters. The seminar provided training by an expert FCC legal practitioner on EEO issues ranging from community outreach and discrimination to record keeping and reporting.</p>
<b>3</b>	<b>Internship</b>	<p>RVG renewed and updated a paid internship for a student at local Harwood Union High School. In the 2014-2015 semesters, RVG offered training in our new and expanding digital and on-line department. Moving beyond the radio sports reporting from the prior year, the new focus has been scripting for audio and video, basic editing and how to prepare for interviews. The student has hosted two on-line video specials – the first dealing with spring training for baseball and the other about long-time rivals on the local auto racing circuit. This individual has accepted every challenge and continues to improve.</p>