

**WDEV, WDEV-FM, WLVB, WCVT, WEXP**  
**EEO PUBLIC FILE REPORT**  
December 1, 2015- November 30, 2016

**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>
Local Account Executive/Rutland	3, 7, 12-13, 15, 18-19	15
Local Account Executive/Central VT	3, 15	15
Morning DJ Host	15*	15

\* *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	<b>Barre Montpelier Times Argus &amp; Sunday Rutland Herald</b> 540 North Main Street, Barre VT 05641	N	0
2	<b>Business &amp; Professional Women/VT</b> www.burlingtonbpw.org President: Stephanie Hainley	N	0
3	<b>Central Vermont Economic Development Corp. (and associated job fairs)</b> One National Life Drive P.O. Box 1439 Montpelier, VT 05601 Sam Andersen, Executive Director 802.223.4655 cvedc@sover.net	N	0
4	<b>Norwich University</b> 158 Harmon Drive Northfield, VT 05663	N	0
5	<b>Burlington Free Press</b> Burlingtonfreepress.com classifieds College Street Burlington, VT 05401	N	0
6	<b>The World Newspaper</b> 403 US Route 302 Berlin, VT 05601 Gary Haas	N	0
7	<b>Vermont Association of Broadcasters</b> VAB@vab.org Jim Condon, Executive Director	N	1
8	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center McFarland State Office Building 5 Perry Street, Suite 200 Barre, VT 05641 802.476.2600	N	0

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9	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center 63 Pearl Street Burlington, VT 05401 802.863.7676	N	0
10	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center 200 Asa Bloomer Building 88 Merchants Row Rutland, VT 05701 802.786.5837	N	0
11	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center 197 Harrell Street Morrisville, VT 05661-0429 802.888.4545	N	0
12	<b>Rutland Herald</b> P.O. Box 668 Rutland, VT 05701 802.747.6126 Ryan.Decelle@rutlandherald.com	N	0
13	<b>EEO Broadcast Announcements (one or more SEU stations)</b> The Radio Vermont Group P.O. Box 550 Waterbury, VT 05676 802.244.7321 WDEV-WLVB-WCVT-WEXP emichaels@radiovermont.com	N	2
14	<b>Walk-In/Self-Referral</b>	N	1
15	<b>Word-of-Mouth Referral</b>	N	4
16	<b>Sam's Good News</b> 162 North Main Street Stony Brook Plaza, Rutland, VT 05702 802.773.4040 sales@samsgoodnews.com	N	0
17	<b>Seven Days</b> P.O. Box 1164 Burlington, VT 05402-1164 www.Sevendaysvt.com/classifieds	N	0
18	<b>Station Website Postings (one or more SEU stations)</b>	N	0

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19	<b>BROC Bennington-Rutland Community Action SW VT</b> Tom Donahue, Director 45 Union Street Rutland, VT 05701	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			8

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Co-Sponsor Job Fair	In Spring 2016, RVG partnered with Central Vermont Economic Development and Voc Hab Vermont for the annual job fair. Our stations aired promotional announcements for several months, beginning in February 2016 to help solicit local participating businesses. 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 6, 2016 from the Barre Civic Center Auditorium. RVG also participated as a local employer with a fully-staffed display table. The entire WDEV Morning News Service emanated from the job fair with RVG's Vice President. The event was also covered during the Radio Vermont News Network live segments in morning drive time and was the focus of a two-hour public affairs broadcast later in the morning.
2	Internship Program	Throughout this reporting period, our RVG hosted a student from local Harwood Union High School for a paid internship. The intern assisted RVG staff with play-by-play announcing, sports writing, news gathering as well as video production to support the WDEV website and was supervised by the Director of Digital Services.
3	Participate in event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On March 8, 2016, RVG participated in the Rutland Regional Chamber of Commerce Business Show at the Holiday Inn. RVG participants included our station owners as well as managers of our sales and programming and news departments, who prepared and presented a custom video to explain our group, distributed hand-outs about employment opportunities and encouraged anyone curious to stop by and meet us. We also promoted the event via on-air announcements on WEXP.
4	Host community event which assists in the dissemination of information about careers in broadcasting	On April 13, 2016, we hosted an evening "open house" and business mixer at our facilities in conjunction with the Rutland Regional Chamber of Commerce. We heavily promoted this as an opportunity to learn more about our programming, personalities and facilities. Our full staff was deployed to engage as many visitors as possible and we provided a steady stream of guests into the studio operation for "live" interviews and to see how "live" radio happens. Over 200 people attended this exclusive event.