

WEZF, WCPV, WXZO, WEAV, WVTM, WXXX, WVMT
EEO PUBLIC FILE REPORT
12/01/2022 - 11/30/2023

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
SALES POSITION	23/21/4	23
WXXX MID DAY/MUSIC DIRECTOR	19/4/18	19
PART TIME HOST	19/4/18/21	4
PART TIME HOST	18/19	18
OFFICE COORDINATOR	23	23
PRODUCTION DIRECTOR	4/19	19

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(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

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	Champlain College 163 Willard Street Burlington, VT 05402	No	0
2	Saint Michael's 1 Winooski Park Colchester, VT 05446	No	0
3	University Of VT Burlington, VT 05402 Career.services@uvm.edu	No	0
4	VT Association Of Broadcasters 15 West Patterson St Barre, VT 05641 VAB@together.net	No	3
5	Lake Champlain Chamber 60 Main Street Burlington, VT 05402	No	0
6	Radio 1 Broadcast School Lacrosse, WI	No	0
7	Community College of VT 119 Pearl Street Burlington, VT 05402	No	0
8	Cyberskills Center For Media 294 N Winooski Ave Burlington, VT	No	0
9	School Of Public Communications 215 University Place Syracuse, NY	No	0
10	VT Dept of Labor 63 Pearl Street Burlington, VT 05402	No	0
11	Burlington Free Press 191 College Street Burlington, VT	No	0
12	North Country Help Wanted.com 1 Civic Center Plaza Suite 506 Poughkeepsie, NY	No	0
13	National Association Of Minority Media (NAMME) 1921 Gallows Road Suite 600 Vienna, VA	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	National Association Of Minority Media (NAMME) 1921 Gallows Road Suite 600 Vienna, VA	No	0
15	AMFM Jobs,.com PO Box 4116 Oceanside, CA 92052	No	0
16	CT School of Broadcasting Farmington, CT	No	0
17	National Alliance of State Broadcasters	No	0
18	Walk Ins\Personal Recommendations	No	0
19	AllAccess.com	No	7
20	In House	No	4
21	Vox AM/FM Burlington Radio Ads	NO	9
22	Craigs List	NO	0
23	Indeed	No	17
(etc.)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			40

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	SALES POSITION	Used radio ads, the VAB Website, and Indeed to recruit. Hired from Indeed.
2	WXXX MID DAY/MUSIC DIRECTOR	Use the VAB website, opened up to personal recommendations, and used AllAccess.com job listings. Ended up hiring from AllAccess.com.
3	PART TIME HOST	Used the VAB website, AllAccess.com, personal referrals, and on air ads. Hired from the VAB website.
4	PART TIME HOST	Hired from a personal referral.
5	OFFICE COORDINATOR	HIRED FROM INDEED
6	PRODUCTION DIRECTOR	Used ALLACCESS and VAB Site. Hired from all access...note, was previous employee.
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9	U-32 HIGH SCHOOL BUSINESS CLASS	VP of Operations John Mullett spoke to a U-32 High School business class about a career in broadcast in 9/26/23.
10	CHAMPLAIN COLLEGE CLASS	VP of Operations John Mullett spoke to a Champlain College intro to broadcast management class (virtually) on February 2st, 2023.
11	GIRL SCOUT STATION TOUR	Girl scouts of the Green and White Mountains toured the station on March 30th, 2023 and talked with staff about careers in radio.
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