



**WEZF, WCPV, WXZO, WEAV, WVTK, WXXX, WVMT  
EEO PUBLIC FILE REPORT  
12/01/2020 - 11/30/2021**

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

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

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

| <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> |
|--|---|--|--|
| 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   | 6  |
| 20   | In House  | No   | 3  |
| 21   | Vox AM/FM Burlington Radio Ads  | NO   | 9  |
| 22   | Craigs List   | NO   | 0  |
| 23   | Indeed  | No   | 22   |
| (etc.)   |   |  |  |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |   |  | <b>47</b>  |

**WEZF, WCPV, WXZO, WEAV, WVTK, WXXX, WVMT**  
**EEO PUBLIC FILE REPORT**  
*12/01/2020 - 11/30/2021*

**III. RECRUITMENT INITIATIVES**

|           | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b> | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|-----------|--|--|
| <b>1</b>  | SALES POSITION   | Used radio ads and Indeed to recruit. Hired from Indeed.   |
| <b>2</b>  | SALES POSITION   | Used Radio ads and Indeed to recruit. Ended up hiring employee based on personal recommendation after interviewing multiple candidates.            |
| <b>3</b>  | WXXX PROGRAM DIRECTOR                                      | Used Indeed, All Access, and the Vermont Association of Broadcasters. Hired from All Access.   |
| <b>4</b>  | TRAFFIC MANAGER  | Posted ad with the Vermont Association of Broadcasters. Ended up hiring internally.  |
| <b>5</b>  | WCPV PROMOTIONS DIRECTOR                                   | All Access and Vermont association of broadcasters used for postings. Ended up hiring a recommendation.  |
| <b>6</b>  | PART TIME HOST   | Indeed, All Access and Vermont Association of Broadcasters used for postings. Used the Association of Broadcasters to hire.                        |
| <b>7</b>  | DIGITAL SALES MAMANGER                                     | Used Indeed and hired a candidate from Indeed.   |
| <b>8</b>  | SUNY PLATTSBURGH VIRTUAL CAREER FAIR                       | Spoke to students about careers and opportunities in radio on March 24, 2021.  |
| <b>9</b>  | NVU-LYNDON CAREER FAIR                                     | Spoke with students about internship opportunities and long-term opportunities in broadcast on October 20, 2021.                                   |
| <b>10</b> | 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 on November 9, 2021 (virtually due to COVID). |
| <b>11</b> | PATHWAYS VERMONT JOB SHADOW                                | Worked with Pathways VT to setup career shadow for two individuals interested in broadcasting careers. Shadows took place on October 21, 2021.     |

|    |   |   |
|----|---|---|
| 12 | CHAMPLAIN COLLEGE CLASS                                     | VP of Operations John Mullett spoke to a Champlain College intro to broadcast management class (virtually) on February 10, 2021.  |
| 13 | BURLINGTON PARTNERSHIP FOR A HEALTHY COMMUNITY STATION TOUR | On February 24, 2021 students involved with the Burlington Partnership for a Healthy Community, came in to record PSAs and toured the station with morning show co-host Mary Cenci.   |
| 14 | GIRL SCOUT STATION TOUR                                     | Girl scouts of the Green and White Mountains toured the station on March 18, 2021 and talked with staff about careers in radio.   |
| 15 | INTERNSHIP (St. Michael's College)                          | Using radio ads on the Vox AM/FM stations and the VAB website, Vox AM/FM brought in one intern for one academic semester from St. Michael's College. The intern learned to do board ops, be on air, do social media, put together events, design graphics, use adobe audition and schedule music. |
| 16 | INTERNSHIP (University of Vermont)                          | Using radio ads on the Vox AM/FM stations and the VAB website, Fox AM/FM brought in one intern for one academic semester. The intern learned to do board ops, be on air, do social media, put together events, design graphics, use adobe audition and schedule music.                            |