

ANNUAL EEO PUBLIC FILE REPORT

**Vermont Public Co.**

Stations

**Radio**

WBTV (FM-NCE), Bennington, VT  
WNCH (FM-NCE), Norwich, VT  
WOXM (FM-NCE), Middlebury, VT  
WOXR (FM-NCE), Schulyer Falls, NY  
WRVT(FM-NCE), Rutland, VT  
WVBA (FM-NCE), Brattleboro, VT  
WVNC (FM-NCE), Manchester, VT  
WVPA (FM-NCE), St. Johnsbury, VT  
WVPR (FM-NCE), Windsor, VT  
WVPS (FM-NCE), Burlington, VT  
WVTI (FM-NCE), Brighton, VT  
WVTQ (FM-NCE), Sunderland, VT  
WVTX (FM-NCE), Colchester, VT  
WVXR (FM-NCE), Randolph, VT  
WVLR-FM (FM NCE), Lyndonville, VT  
WVER-FM (FM NCE), West Rutland, VT

**TV**

WETK (TV), Burlington, VT  
WVER (TV), Rutland, VT  
WVTB (TV), St. Johnsbury, VT

Reporting Period:

**Nov 21, 2022 – Nov 20, 2023**

No. of Full-time Employees:

More than 10

Small Market Exemption:

Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Nov 2022 - May 2023, Vermont Public offered an internship to a student from the University of Vermont to work with reporters in the newsroom to experience researching, interviewing, producing, editing, and reporting stories for radio broadcasting.

*Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.*

11/30/23 Six students came to the Fort for a tour of the facilities. Jake Rusnock, Programmer/ Producer, showed them the workings of the studios/broadcasting. Scott Finn, CEO, gave them a broader building tour. They were some of the participants in the Good Citizen Challenge and were from a couple different area schools. We had three six graders, one 8 grader and one 9 grader & three adults.

1/12/23 Josh Crane, reporter, gave a lecture @ Dartmouth College: 15 college undergrads, topic was audio journalism. Discussed some episodes of *Brave Little State* and an audio project called "Sonic IDs." Included some technical training in Adobe Audition editing software.

3/22/23 Karen Anderson participated in a community event yesterday (March 22) for the Northwest Career & Technical Center. Karen is an advisory board member who was asked to participate in mock job interviews for 150 high school students and talk with future editors, producers, programmers.

4/25/23 Abagael Giles, Reporter, spoke to Professor Sarah Nilsen's film class at UVM about climate journalism and storytelling. She did a Q+A with Professor Nilsen and we talked about the editorial process, research for stories and how to make climate stories engaging. The students are working on scripts for their own documentaries. There were about 35 students and she spoke for an hour.

6/10-14/23 Lexi Krupp, Reporter, worked with 3 students (two 9<sup>th</sup> graders and one 8<sup>th</sup> grade teacher) at a camp through Junction Arts & Media. They learned how to do interviews, use audio gear, software and put together stories and sonic ID's, one of which was published on our website.

*Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.*

May-September, all active staff members and interns completed the online Harassment and Bias Prevention Training from CPB.

3/9/23 (1 hour)

**Workshop title:** Discrimination & Harassment

Where: Zoom

Who was reached: Vermont Public Management Team

How many people were reached: Approx. 26

Who led the event: Kristina R. Brines, (PHR, SHRM-CP) Director, PAUL FRANK + COLLINS P.C.

4/13/23 (1 hour)

**Workshop title:** Employment Law

Where: Zoom

Who was reached: Vermont Public Management Team

How many people were reached: Approx. 26

Who led the event: Kristina R. Brines, (PHR, SHRM-CP) Director, PAUL FRANK + COLLINS P.C.

5/11/23 (3 hours) **Workshop title:** Distributing

the Labor of Justice, Equity, Diversity & Inclusion (JEDI): The work of tackling equity issues in your organization and in your community can be challenging, especially when you are “the one” at your company who is representing and educating, while also navigating inequities and ignorance.

Conversation with Vermont leaders about the equity work happening at their organizations, and how they are getting buy-in to keep the work going without burning out.

Where: Hula Center

Who was reached: VBSR

How many people were reached: (Ballpark) 150

Who led the event: Vermont Businesses for Social Responsibility

5/11/23 (1 hour)

**Workshop title:** Documenting Performance

Where: Zoom

Who was reached: Vermont Public Management Team

How many people were reached: Approx. 26

Who led the event: Kristina R. Brines, (PHR,

SHRM-CP) Director, PAUL FRANK +  
COLLINS P.C.

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LIST OF  
POSITIONS FILLED (18)

| DATE OF HIRE | JOB TITLE                                 | RECRUITMENT SOURCE REFERRING HIREE    |
|--------------|---|---------------------------------------|
| 12/5/2022    | News Producer                             | publicmediajobs.org                   |
| 1/9/2023     | Videographer                              | Referral                              |
| 2/6/2023     | Digital Editor                            | Twitter                               |
| 2/7/2023     | Director of Membership                    | Vermontpublic.org                     |
| 2/13/2023    | Director of Digital Strategy              | Vermontpublic.org                     |
| 2/13/2023    | Engagement Producer for <i>But Why</i>    | Vermontpublic.org                     |
| 2/13/2023    | Director of Radio Programming             | Vermont Public Social Network (Slack) |
| 3/6/2023     | Programming Producer                      | Internal                              |
| 3/6/2023     | Afternoon News Producer                   | Vermontpublic.org                     |
| 3/6/2023     | Controller                                | Referral (GFC)                        |
| 5/22/2023    | Event Producer                            | Vermont Professionals of Color        |
| 6/5/2023     | News Producer, Morning Edition            | CPB.org                               |
| 6/5/2023     | Broadcast Engineer- Transmitter           | word of mouth, vermontpuclic.org      |
| 6/12/2023    | Digital Producer                          | Vermontpublic.org                     |
| 6/12/2023    | Reporter- RFA Partnership                 | Report for America                    |
| 7/10/2023    | Data Journalist                           | JournalismJobs.com                    |
| 10/30/2023   | News Producer                             | Vermontpublic.org                     |
| 11/06/2023   | Associate Producer, Engagement Journalism | Airmedia.org                          |

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

|  |  |
|--|--|
| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|

|   |    |
|---|----|
| Internal  | 5  |
| Referral  | 17 |
| Association of Independents in Radio (airmedia.org)           | 1  |
| Vermont Public Radio website (vermontpublic.org/careers)      | 45 |
| Vermont Public Social Network (Facebook, Instagram & Twitter) | 5  |
| Vermont Public On-Air Announcement                            | 2  |
| Corporation of Public Broadcasting (cpb.org/jobline)          | 6  |
| Current Public Media Jobs (jobs.current.org/job)              | 1  |
| Indeed.com  | 1  |
| journalismjobs.com with diversity outreach                    | 2  |
| LinkedIn.com  | 4  |
| SevenDays VT Print & Website (sevendaysvt.com)                | 1  |
| National Public Media Slack Channel                           | 2  |
| NPR on air programming  | 1  |
| Vermont Professional of Color                                 | 1  |

RECRUITING SOURCES USED

Job Title of Position: News Producer, Vermont Edition      Date of Hire: 12/5/2022

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---|--------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT  | Ashley FitzGerald        | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT  | Karen Anderson           | (802) 654-4378                        |
| Corporation of Public Broadcasting                                | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                  | cpb.org                  | (202) -879-9600                       |
| Historically Black Colleges & Universities                        | N | 750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230                    | hbcuconnect.com          | (614) 864-4446                        |
| National Association of Black Journalists                         | N | 1100 Knight Hall, Suite 3101 College Park, Maryland 20742             | Contact@nabj.com         | (301) 405-0248                        |
| National Association of Hispanic Journalists                      | N | NAHJ Career Center PO Box 117 Windsor, CA 95492                       | info@nahjcareers.com     | (626) 792-3846                        |
| Public Media Jobs (jobscurrent.org)                               | N | 4400 Massachusetts NW, Washington, DC 20016                           | publicmediajobs.org      | (860) 437-5700                        |
| Seven Days VT (website & weekly Print)                            | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown           | michelle@sevendaysvt.com              |
| Vermont Association of Broadcasters                               | N | 4 Carmichael St. 111-106 Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org              | (802) 233-0296                        |
| Vermont Professional of Color                                     | N | P.O. Box 4277 Burlington, VT 05406                                    | thefam@vtpoc.net         | (802) 391-9988                        |

Job Title of Position: Videographer

Date of Hire: 1/9/23

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE       | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|--------------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT   | Ashley FitzGerald              | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT   | Karen Anderson                 | (802) 654-4378                        |
| Association of Independents in Radio                              | N | P.O. Box 220400<br>Boston, MA 02122  | Airmedia.org                   | (617) 825-4400.                       |
| College Central Network   | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470                     | collegcentral.com              | (775) 546-6040                        |
| Corporation of Public Broadcasting                                | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                                   | cpb.org                        | (202) -879-9600                       |
| RTDNA   | N | The National Press Building, 529<br>14th Street, NW Suite 1240<br>Washington, DC 20045 | Rtdna.org                      | (202) 221-4282                        |
| Historically Black Colleges & Universities                        | N | 750 Cross Pointe Rd. Suite Q,<br>Columbus, Ohio 43230                                  | hbcuconnect.com                | (614) 864-4446                        |
| Public Media Jobs (jobscurrent.org)                               | N | 4400 Massachusetts NW,<br>Washington, DC 20016   | publicmediajobs.org            | (860) 437-5700                        |
| Seven Days VT (website & weekly Print)                            | N | 255 So. Champlain St. Ste. 5,<br>Burlington, VT 05401<br>sevendaysvt.com               | Michelle Brown                 | michelle@sevendaysvt.com              |
| The Media Job Board (Poynter)                                     | N | jobs.mediajobboard.com   | jobs@editorandpublisher.com    | (446) 445-0000 x4                     |
| Vermont Association of Broadcasters                               | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296                     | vab@vab.org                    | (802) 233-0296                        |
| Vermont Professional of Color                                     | N | P.O. Box 4277<br>Burlington, VT 05406  | thefam@vtpoc.net               | (802) 391-9988                        |
| Veterans Connect  | N | veteransconnect.com  | support@workplacediversity.com | 973-992-7311                          |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Digital Editor

Date of Hire: 2/6/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|--------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT                                       | Ashley FitzGerald        | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT                                       | Karen Anderson           | (802) 654-4378                        |
| College Central Network   | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470 | collegcentral.com        | (775) 546-6040                        |

|  |   |  |                         |                          |
|--|---|--|-------------------------|--------------------------|
| Corporation of Public Broadcasting           | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                     | cpb.org                 | (202) -879-9600          |
| journalismjobs.com                           | N | journalismjobs.com   | info@journalismjobs.com | (510) 508-7386           |
| LinkedIn                                     | N | Vermont Public Social Network  | Ashley FitzGerald       | (802) 654-4378           |
| National Association of Hispanic Journalists | N | NAHJ Career Center<br>PO Box 117<br>Windsor, CA 95492                    | info@nahjcareers.com    | (626) 792-3846           |
| Seven Days VT (website & weekly Print)       | N | 255 So. Champlain St. Ste. 5,<br>Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown          | michelle@sevendaysvt.com |
| Vermont Association of Broadcasters          | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org             | (802) 233-0296           |
| Vermont Professional of Color                | N | P.O. Box 4277<br>Burlington, VT 05406                                    | thefam@vtpoc.net        | (802) 391-9988           |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director of Membership Date of Hire: 02/07/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE    | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|-----------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT   | Ashley FitzGerald           | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT   | Karen Anderson              | (802) 654-4378                        |
| Corporation of Public Broadcasting                                | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                     | cpb.org                     | (202) -879-9600                       |
| Historically Black Colleges & Universities                        | N | 750 Cross Pointe Rd. Suite Q,<br>Columbus, Ohio 43230                    | hbcuconnect.com             | (614) 864-4446                        |
| LinkedIn  | N | Vermont Public Social Network  |                             | (802) 654-4378                        |
| National Association of Black Journalists                         | N | 1100 Knight Hall, Suite 3101<br>College Park, Maryland 20742             | Contact@nabj.com            | (301) 405-0248                        |
| Public Media Jobs (jobscurrent.org)                               | N | 4400 Massachusetts NW,<br>Washington, DC 20016                           | publicmediajobs.org         | (860) 437-5700                        |
| Seven Days VT (website & weekly Print)                            | N | 255 So. Champlain St. Ste. 5,<br>Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown              | michelle@sevendaysvt.com              |
| The Media Job Board (Poynter)                                     | N | jobs.mediajobboard.com   | jobs@editorandpublisher.com | (446) 445-0000 x4                     |
| Think.Public.Media  | N | thinkpublicmedia.org   | Stacey Foxwell              | sfoxwell@npr.org                      |
| Vermont Association of Broadcasters                               | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org                 | (802) 233-0296                        |
| Vermont Professional of Color                                     | N | P.O. Box 4277<br>Burlington, VT 05406                                    | thefam@vtpoc.net            | (802) 391-9988                        |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director of Digital Strategy Date of Hire: 2/13/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---|--------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT  | Ashley FitzGerald        | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT  | Karen Anderson           | (802) 654-4378                        |
| Corporation of Public Broadcasting                                | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                  | cpb.org                  | (202) -879-9600                       |
| Historically Black Colleges & Universities                        | N | 750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230                    | hbcuconnect.com          | (614) 864-4446                        |
| journalismjobs.com  | N | journalismjobs.com  | info@journalismjobs.com  | (510) 508-7386                        |
| Public Media Jobs (jobscurrent.org)                               | N | 4400 Massachusetts NW, Washington, DC 20016                           | publicmediajobs.org      | (860) 437-5700                        |
| Seven Days VT (website & weekly Print)                            | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown           | michelle@sevendaysvt.com              |
| Vermont Association of Broadcasters                               | N | 4 Carmichael St. 111-106 Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org              | (802) 233-0296                        |
| Vermont Professional of Color                                     | N | P.O. Box 4277 Burlington, VT 05406                                    | thefam@vtpoc.net         | (802) 391-9988                        |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Engagement Producer But Why Date of Hire: 02/13/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---|--------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT  | Ashley FitzGerald        | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT  | Karen Anderson           | (802) 654-4378                        |
| College Central Network   | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470    | collececentral.com       | (775) 546-6040                        |
| Corporation of Public Broadcasting                                | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                  | cpb.org                  | (202) -879-9600                       |
| Historically Black Colleges & Universities                        | N | 750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230                    | hbcuconnect.com          | (614) 864-4446                        |
| journalismjobs.com  | N | journalismjobs.com  | info@journalismjobs.com  | (510) 508-7386                        |
| National Association of Black Journalists                         | N | 1100 Knight Hall, Suite 3101<br>College Park, Maryland 20742          | Contact@nabj.com         | (301) 405-0248                        |
| Seven Days VT (website & weekly Print)                            | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown           | michelle@sevendaysvt.com              |
| Think.Public.Media  | N | thinkpublicmedia.org  | Stacey Foxwell           | sfoxwell@npr.org                      |
| Vermont Association   | N | 4 Carmichael St. 111-106  | vab@vab.org              | (802) 233-0296                        |



|                               |   |  |                         |                       |
|-------------------------------|---|--|-------------------------|-----------------------|
| of Broadcasters               |   | Essex Jct., VT 05452<br>(802) 233-0296 |                         |                       |
| Vermont Professional of Color | N | P.O. Box 4277<br>Burlington, VT 05406  | thefam@vtpoc.net        | (802) 391-9988        |
| Journalism Next.com           | N | Journalismnext.com                     | info@journalismnext.com | Phone: (703) 629-0178 |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director of Radio Programming      Date of Hire: 02/13/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE     | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---|------------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT  | Ashley FitzGerald            | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT  | Karen Anderson               | (802) 654-4378                        |
| Corporation of Public Broadcasting                                | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                  | cpb.org                      | (202) -879-9600                       |
| Historically Black Colleges & Universities                        | N | 750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230                    | hbcuconnect.com              | (614) 864-4446                        |
| Handshake   | N | Colleges & Universities Network                                       | joinhandshake.com/employers/ |                                       |
| LinkedIn  | N | Vermont Public Social Network   |                              | (802) 654-4378                        |
| National Association of Black Journalists                         | N | 1100 Knight Hall, Suite 3101 College Park, Maryland 20742             | Contact@nabj.com             | (301) 405-0248                        |
| Seven Days VT (website & weekly Print)                            | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown               | michelle@sevendaysvt.com              |
| Vermont Professional of Color                                     | N | P.O. Box 4277<br>Burlington, VT 05406                                 | thefam@vtpoc.net             | (802) 391-9988                        |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Programming Producer      Date of Hire: 03/06/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE                                    | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|--------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT                         | Ashley FitzGerald        | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM  | N | 365 Troy Ave. Colchester, VT                         | Karen Anderson           | (802) 654-4378                        |
| Association of Independents in Radio                                      | N | P.O. Box 220400<br>Boston, MA 02122                  | Airmedia.org             | (617) 825-4400.                       |
| Corporation of Public Broadcasting  | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004 | cpb.org                  | (202) -879-9600                       |

|  |   |   |                         |                          |
|--|---|---|-------------------------|--------------------------|
| Historically Black Colleges & Universities   | N | 750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230                    | hbcuconnect.com         | (614) 864-4446           |
| journalismjobs.com                           | N | journalismjobs.com  | info@journalismjobs.com | (510) 508-7386           |
| National Association of Hispanic Journalists | N | NAHJ Career Center<br>PO Box 117<br>Windsor, CA 95492                 | info@nahjcareers.com    | (626) 792-3846           |
| Public Media Jobs (jobscurrent.org)          | N | 4400 Massachusetts NW, Washington, DC 20016                           | publicmediajobs.org     | (860) 437-5700           |
| Seven Days VT (website & weekly Print)       | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown          | michelle@sevendaysvt.com |
| Vermont Association of Broadcasters          | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296    | vab@vab.org             | (802) 233-0296           |
| Vermont Professional of Color                | N | P.O. Box 4277<br>Burlington, VT 05406                                 | thefam@vtpoc.net        | (802) 391-9988           |
| Journalism Next.com                          | N | Journalismnext.com  | info@journalismnext.com | Phone: (703) 629-0178    |

Job Title of Position: Afternoon News Producer Date of Hire: 03/06/2023

| Referral Source                                | * | Address of Source  | Contact Person at Source     | Tel. No. and E-Mail Address of Source |
|--|---|--|------------------------------|---------------------------------------|
| Vermont Public/Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT                                       | Ashley FitzGerald            | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                 | N | 365 Troy Ave. Colchester, VT                                       | (Radio Programming Producer) | (802) 654-4378                        |
| Association of Independents in Radio           | N | P.O. Box 220400<br>Boston, MA 02122                                | Airmedia.org                 | (617) 825-4400.                       |
| College Central Network                        | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470 | collegcentral.com            | (775) 546-6040                        |
| Corporation of Public Broadcasting             | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004               | cpb.org                      | (202) -879-9600                       |
| Historically Black Colleges & Universities     | N | 750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230                 | hbcuconnect.com              | (614) 864-4446                        |
| Public Media Jobs (jobscurrent.org)            | N | 4400 Massachusetts NW, Washington, DC 20016                        | publicmediajobs.org          | (860) 437-5700                        |
| Vermont Professional of Color                  | N | P.O. Box 4277<br>Burlington, VT 05406                              | thefam@vtpoc.net             | (802) 391-9988                        |
| Public Media Journalists Association           | N | P.O. Box 838<br>Sturgis, SD 57785                                  | https://www.pmja.org/        | (605) 863-9919                        |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Controller Date of Hire: 03/06/2023

| REFERRAL SOURCE                          | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE  |
|--|---|--|--------------------------|--|
| Gallagher, Flynn & Company, LLP          | N | 725 Community Drive, Suite 401<br>South Burlington, VT 05403 | Jennifer Jeffrey         | <a href="mailto:jhj@gfc.com">jhj@gfc.com</a>   |
| LinkedIn Gallagher, Flynn & Company, LLP | N | 725 Community Drive, Suite 401<br>South Burlington, VT 05403 | Jennifer Jeffrey         | <a href="mailto:jhj@gfc.com">jhj@gfc.com</a>   |
| Vermont Works for Women                  | N | 32A Malletts Bay Ave. Winooski,<br>Vt. 05404                 | Paige Ruffner            | <a href="mailto:pruffner@vtworksforwomen.org">pruffner@vtworksforwomen.org</a><br>(802) 655-8900<br>x118 |
| Vermont Professional of Color            | N | P.O. Box 4277<br>Burlington, VT 05406                        | thefam@vtpoc.net         | (802) 391-9988   |
| Indeed                                   | N | Indeed.com   | Jennifer Jeffrey         | <a href="mailto:jhj@gfc.com">jhj@gfc.com</a>   |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Event Producer Date of Hire: 5/22/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE     | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---|------------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT  | Ashley FitzGerald            | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM                                    | N | 365 Troy Ave. Colchester, VT  | Karen Anderson               | (802) 654-4378                        |
| Association of Independents in Radio                              | N | P.O. Box 220400<br>Boston, MA 02122                                       | Airmedia.org                 | (617) 825-4400.                       |
| College Central Network   | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470        | collegcentral.com            | (775) 546-6040                        |
| Corporation of Public Broadcasting                                | N | 401 9 <sup>th</sup> Street, NW, Washington,<br>DC 20004                   | cpb.org                      | (202) -879-9600                       |
| Historically Black Colleges & Universities                        | N | 750 Cross Pointe Rd. Suite Q,<br>Columbus, Ohio 43230                     | hbcuconnect.com              | (614) 864-4446                        |
| Handshake   | N | Colleges & Universities Network   | joinhandshake.com/employers/ |                                       |
| Seven Days VT (website & weekly Print)                            | N | 255 So. Champlain St. Ste. 5,<br>Burlington, VT 05401<br>sevendaysvt.com  | Michelle Brown               | michelle@sevendaysvt.com              |
| Think.Public.Media  | N | thinkpublicmedia.org  | Stacey Foxwell               | sfoxwell@npr.org                      |
| Vermont Association of Broadcasters                               | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296        | vab@vab.org                  | (802) 233-0296                        |
| Vermont Professional of Color                                     | N | P.O. Box 4277<br>Burlington, VT 05406                                     | thefam@vtpoc.net             | (802) 391-9988                        |
| VT Job Connect  | N | <a href="https://www.vtjobconnect.com/">https://www.vtjobconnect.com/</a> | Zach White                   | zwhite@twinprime media.com            |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: News Producer, Moring Edition Date of Hire: 06/05/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE              | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|---------------------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT   | Ashley FitzGerald                     | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM  | N | 365 Troy Ave. Colchester, VT   | Karen Anderson                        | (802) 654-4378                        |
| College Central Network   | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470       | collegecentral.com                    | (775) 546-6040                        |
| Corporation of Public Broadcasting  | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                     | cpb.org                               | (202) -879-9600                       |
| Historically Black Colleges & Universities                                | N | 750 Cross Pointe Rd. Suite Q,<br>Columbus, Ohio 43230                    | hbcuconnect.com                       | (614) 864-4446                        |
| Handshake   | N | Colleges & Universities Network  | joinhandshake.com/employers/          |                                       |
| National Association of Hispanic Journalists                              | N | NAHJ Career Center<br>PO Box 117<br>Windsor, CA 95492                    | info@nahjcareers.com                  | (626) 792-3846                        |
| Public Media Jobs (jobscurrent.org)                                       | N | 4400 Massachusetts NW,<br>Washington, DC 20016                           | publicmediajobs.org                   | (866) 437-5700                        |
| Seven Days VT (website & weekly Print)                                    | N | 255 So. Champlain St. Ste. 5,<br>Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown                        | michelle@sevendaysvt.com              |
| Think.Public.Media  | N | thinkpublicmedia.org   | Stacey Foxwell                        | sfoxwell@npr.org                      |
| Vermont Association of Broadcasters                                       | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org                           | (802) 233-0296                        |
| Vermont Professional of Color   | N | P.O. Box 4277<br>Burlington, VT 05406                                    | thefam@vtpoc.net                      | (802) 391-9988                        |
| NETA  | N | PO Box 50008, Columbia, SC 29250   | https://www.netaonline.org/contact-us | 803-799-5517                          |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Broadcast Engineer- Transmitter Date of Hire: 6/5/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE            | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|------------------------------|--------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT | Ashley FitzGerald        | (802) 654-4378                        |

|  |   |   |                             |                          |
|--|---|---|-----------------------------|--------------------------|
| Vermont Public On-air 107.9 FM         | N | 365 Troy Ave. Colchester, VT  | Karen Anderson              | (802) 654-4378           |
| College Central Network                | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470    | collececentral.com          | (775) 546-6040           |
| Corporation of Public Broadcasting     | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                  | cpb.org                     | (202) -879-9600          |
| Handshake                              | N | Colleges & Universities Network                                       | joinhandshake.com/employers |                          |
| LinkedIn                               | N | Vermont Public Social Network   |                             | (802) 654-4378           |
| Seven Days VT (website & weekly Print) | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown              | michelle@sevendaysvt.com |
| Vermont Association of Broadcasters    | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296    | vab@vab.org                 | (802) 233-0296           |
| Vermont Professional of Color          | N | P.O. Box 4277<br>Burlington, VT 05406                                 | thefam@vtpoc.net            | (802) 391-9988           |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Digital Producer Date of Hire: 6/12/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE  | CONTACT PERSON AT SOURCE     | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|------------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT                                       | Ashley FitzGerald            | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM  | N | 365 Troy Ave. Colchester, VT                                       | Karen Anderson               | (802) 654-4378                        |
| Association of Independents in Radio                                      | N | P.O. Box 220400<br>Boston, MA 02122                                | Airmedia.org                 | (617) 825-4400.                       |
| College Central Network   | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470<br>Stateline, NV 89449-4470 | collececentral.com           | (775) 546-6040                        |
| Corporation of Public Broadcasting  | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004               | cpb.org                      | (202) -879-9600                       |
| Historically Black Colleges & Universities                                | N | 750 Cross Pointe Rd. Suite Q,<br>Columbus, Ohio 43230              | hbcuconnect.com              | (614) 864-4446                        |
| Handshake   | N | Colleges & Universities Network                                    | joinhandshake.com/employers/ |                                       |
| journalismjobs.com  | N | journalismjobs.com   | info@journalismjobs.com      | (510) 508-7386                        |
| LinkedIn  | N | Vermont Public Social Network                                      |                              | (802) 654-4378                        |
| National Association of Black Journalists                                 | N | 1100 Knight Hall, Suite 3101<br>College Park, Maryland 20742       | Contact@nabj.com             | (301) 405-0248                        |
| National Association of Hispanic Journalists                              | N | NAHJ Career Center<br>PO Box 117<br>Windsor, CA 95492              | info@nahjcareers.com         | (626) 792-3846                        |
| Public Media Jobs (jobscurrent.org)                                       | N | 4400 Massachusetts NW,<br>Washington, DC 20016                     | publicmediajobs.org          | (866) 437-5700                        |

|  |   |  |                                       |                               |
|--|---|--|---------------------------------------|-------------------------------|
| Seven Days VT<br>(website & weekly<br>Print)                   | N | 255 So. Champlain St. Ste. 5,<br>Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown                        | michelle@sevendaysvt.com      |
| Think.Public.Media   | N | thinkpublicmedia.org   | Stacey Foxwell                        | sfoxwell@npr.org              |
| Vermont Association<br>of Broadcasters                         | N | 4 Carmichael St. 111-106<br>Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org                           | (802) 233-0296                |
| Vermont Professional<br>of Color                               | N | P.O. Box 4277<br>Burlington, VT 05406                                    | thefam@vtpoc.net                      | (802) 391-9988                |
| NETA   | N | PO Box 50008, Columbia, SC<br>29250                                      | https://www.netaonline.org/contact-us | 803-799-5517                  |
| BIPOC Job<br>Opportunities: Not<br>Your Average Career<br>Fair | N | The Flynn Theater Burlington VT<br>05401                                 | Fran Tobin                            | (802) 654-4371                |
| VT Job Connect   | N | https://www.vtjobconnect.com/  | Zach White                            | zwhite@twinprime<br>media.com |
| Journalism Next.com  | N | Journalismnext.com   | info@journalismnext.com               | Phone: (703) 629-0178         |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

#### RECRUITING SOURCES USED

Job Title of Position: Reporter – RFA Partnership Date of Hire: 06/12/2023

Report for America is a national service program that places journalists into local newsrooms to report on under-covered issues and communities. An initiative of the nonprofit media organization, The GroundTruth Project, it is structured to harness the skills and idealism of an emerging group of journalists plus the creative spirit of local news organizations.

Report for America communicates about its open positions with scores of universities and alumni groups and professional associations including the National Association of Hispanic Journalists and the National Association of Black Journalists. Report for America also pays for ads with organizations including JournalismJobs.com. Report for America then evaluates all applications, conducts Zoom interviews with finalist candidates, and creates slates of three to five candidates for every open position with its host newsrooms, based on required skills for each position. Each host newsroom then interviews its candidates and selects the one they want.

Job Title of Position: Data Journalist Date of Hire: 07/10/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE                      | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|--|--------------------------|---------------------------------------|
| Vermont Public<br>(VPR/PBS) Website/<br>Social Network<br>(Slack)/ On-air 107.9<br>FM | N | 365 Troy Ave. Colchester, VT           | Ashley FitzGerald        | (802) 654-4378                        |
| Vermont Public<br>On-air 107.9 FM   | N | 365 Troy Ave. Colchester, VT           | Karen Anderson           | (802) 654-4378                        |
| Association of<br>Independents in<br>Radio  | N | P.O. Box 220400<br>Boston, MA 02122    | Airmedia.org             | (617) 825-4400.                       |
| College Central<br>Network  | N | 297 Kingsbury, Ste. D<br>P.O. Box 4470 | collegecentral.com       | (775) 546-6040                        |

|  |   |   |                              |                          |
|--|---|---|------------------------------|--------------------------|
|  |   | Stateline, NV 89449-4470  |                              |                          |
| Corporation of Public Broadcasting         | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                  | cpb.org                      | (202) -879-9600          |
| Historically Black Colleges & Universities | N | 750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230                    | hbcuconnect.com              | (614) 864-4446           |
| Handshake                                  | N | Colleges & Universities Network                                       | joinhandshake.com/employers/ |                          |
| journalismjobs.com                         | N | journalismjobs.com  | info@journalismjobs.com      | (510) 508-7386           |
| National Association of Black Journalists  | N | 1100 Knight Hall, Suite 3101 College Park, Maryland 20742             | Contact@nabj.com             | (301) 405-0248           |
| Public Media Jobs (jobscurrent.org)        | N | 4400 Massachusetts NW, Washington, DC 20016                           | publicmediajobs.org          | (860) 437-5700           |
| Seven Days VT (website & weekly Print)     | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown               | michelle@sevendaysvt.com |
| Think.Public.Media                         | N | thinkpublicmedia.org  | Stacey Foxwell               | sfoxwell@npr.org         |
| Vermont Association of Broadcasters        | N | 4 Carmichael St. 111-106 Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org                  | (802) 233-0296           |
| Vermont Professional of Color              | N | P.O. Box 4277 Burlington, VT 05406                                    | thefam@vtpoc.net             | (802) 391-9988           |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: News Producer Date of Hire: 10/30/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE   | CONTACT PERSON AT SOURCE     | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---|------------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT  | Ashley FitzGerald            | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM  | N | 365 Troy Ave. Colchester, VT  | Karen Anderson               | (802) 654-4378                        |
| Association of Independents in Radio                                      | N | P.O. Box 220400 Boston, MA 02122                                      | Airmedia.org                 | (617) 825-4400.                       |
| Corporation of Public Broadcasting  | N | 401 9 <sup>th</sup> Street, NW, Washington, DC 20004                  | cpb.org                      | (202) -879-9600                       |
| Handshake   | N | Colleges & Universities Network                                       | joinhandshake.com/employers/ |                                       |
| LinkedIn  | N | Vermont Public Social Network   | Ashley FitzGerald            | (802) 654-4378                        |
| Seven Days VT (website & weekly Print)                                    | N | 255 So. Champlain St. Ste. 5, Burlington, VT 05401<br>sevendaysvt.com | Michelle Brown               | michelle@sevendaysvt.com              |
| Think.Public.Media  | N | thinkpublicmedia.org  | Stacey Foxwell               | sfoxwell@npr.org                      |
| Vermont Association of Broadcasters                                       | N | 4 Carmichael St. 111-106 Essex Jct., VT 05452<br>(802) 233-0296       | vab@vab.org                  | (802) 233-0296                        |
| Vermont Professional of Color   | N | P.O. Box 4277 Burlington, VT 05406                                    | thefam@vtpoc.net             | (802) 391-9988                        |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Associate Producer, Engagement Journalism Date of Hire: 11/06/2023

| REFERRAL SOURCE   | * | ADDRESS OF SOURCE               | CONTACT PERSON AT SOURCE     | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---|---|---------------------------------|------------------------------|---------------------------------------|
| Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM | N | 365 Troy Ave. Colchester, VT    | Ashley FitzGerald            | (802) 654-4378                        |
| Vermont Public On-air 107.9 FM  | N | 365 Troy Ave. Colchester, VT    | Karen Anderson               | (802) 654-4378                        |
| Handshake   | N | Colleges & Universities Network | joinhandshake.com/employers/ |                                       |
| LinkedIn  | N | Vermont Public Social Network   | Ashley FitzGerald            | (802) 654-4378                        |
| Journalism Industry Email Listservs                                       | N | jcrane@vermontpublic.org        | Josh Crane                   | jcrane@vermontpublic.org              |
| Journo Jobs   | N | https://journojobs.substack.com | Mandy Hofmockel              | https://substack.com/@journojobs      |
| Transom's Starting Out Newsletter   | N | startingout.substack.com        | Alice Wilder                 | startingout@transom.org               |

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.