

WEZF, WCPV, WXZO, WEAV
EEO PUBLIC FILE REPORT
12/30/2016-11/30/2017

I. VACANCY LIST

See Master Recruitment Source List (MRS�) for recruitment source data

[illegible]

EEO PUBLIC FILE REPORT**12/30/2016-11/30/2017***(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	2
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	5
20	In House	No	0
21	Vox AM/FM Burlington Radio Ads	NO	0
22	Craigs List	NO	20
23			
(etc.)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			27

WEZF, WCPV, WXZO, WEAV
EEO PUBLIC FILE REPORT
12/30/2016-11/30/2017

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	SALES POSITION	Posted ad on All Access and ask that resumes be sent to General Sales Manager. Also placed ads with craigs list
2	PD FOR WEZF	PROMOTED WITH IN
3	OPS MANAGER	PROMOTED WITH IN
4	ON AIR STAFF FOR WXZO	Posted ad on All Access and ask that resumes and tape clips be sent to General Manager. Also placed ads with Craig's list.
5	North County Chamber of Commerce Job Fair, Plattsburgh, New York (September 2017)	Participated in 8 hour job fair discussing with various people opportunities and careers in radio broadcasting and Vox AM/FM, LLC. Gathered information on potential candidates for future positions with the company.
6	Champlain Valley Chamber of Commerce Job Fair, Burlington, Vermont (Fall 2017)	Participated in 8 hour job fair discussing with various people opportunities and careers in radio broadcasting and Vox AM/FM, LLC. Gathered information on potential candidates for future positions with the company.
7	Business After Hours with North Country Chamber of Commerce (December 2017)	Co-hosted business event discussing state of radio broadcasting, its advertising effectiveness and careers in broadcasting industry with members of the North Country Chamber of Commerce.

8	<p>Internship, St. Michael's College, Colchester, Vermont, February 2017 through May 2017 (WXZO-FM)</p>	<p>A student attending his senior year at St. Michael's College and seeking to enter radio broadcasting spent approximately 15 hours per week working with the staff of WXZO-FM. His internship included learning and performing production duties, equipment operation, promotional appearances, contesting and digital initiatives through varied platforms.</p>
9	<p>Internship, St. Michael's College, Colchester, Vermont, February 2017 through May 2017 (WCPV-FM)</p>	<p>A student attending her senior year at St. Michael's College and seeking to enter radio broadcasting spent approximately 15 hours per week working with the staff of WCPV-FM. Her internship included learning and performing production duties, equipment operation, promotional appearances, contesting and digital initiatives through varied platforms.</p>
10	<p>Internship, Champlain College, Colchester, Vermont, September 2017 through December 2017 (WXZO-FM)</p>	<p>A student attending his junior year at Champlain College and seeking to enter radio broadcasting spent approximately 18 hours per week working with the staff of WXZO-FM. His internship included learning and performing production duties, equipment operation, promotional appearances, contesting and digital initiatives through varied platforms.</p>
11	<p>Internship, Champlain College, Colchester, Vermont, September 2017 through December 2017 (WCPV-FM)</p>	<p>A student attending his senior year at Champlain College and seeking to enter radio broadcasting spent approximately 18 hours per week working with the staff of WCPV-FM. His internship included learning and performing production duties, equipment operation, promotional appearances, contesting, writing on-air sport scripts and digital initiatives through varied platforms.</p>
12	<p>Internship, Colchester High School, Colchester, Vermont, November 2017 through March 2018 (WCPV-FM)</p>	<p>A student attending his senior year at Colchester High School and seeking to enter radio broadcasting spent approximately 12 hours per week working with the staff of WCPV-FM. His internship included learning and performing production duties, equipment operation, contesting, writing on-air sport scripts and digital initiatives through varied platforms.</p>