



**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 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	7
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

<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>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (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.