

**EEO REPORT**  
December 1, 2018

A. Employment Unit Covered: WMTK, WSTJ, WKXH, WGMT

B. Reporting Period: December 1 2017 to November 30 2018

C. Full time vacancies filled during this period

Job 1 Announcer WGMT Recruitment Sources: Radio Ads run on Affiliate stations, All Access.com electronic job bulletin board, NH Association of Broadcasters job bulletin board, Vermont Association of Broadcasters job bulletin board and Northeast Kingdom Chamber of Commerce job bulletin board. Date filled August 12, 2018 Source of Hire: Allaccess.com  
7 Interviewees, all from AllAccess.com

Job 2 Sales Manager VAB Recruitment Source: Initially the job was advertised on AllAccess.com electronic job bulletin board in 2016, without substantial response we began to announce the position internally.  
Date filled March 1 2018 Source of Hire: Internal  
2 Interviewees, one from AllAccess.com, one Internal

D. Recruitment Sources: All positions were posted on All Access.com some were also sent to online bulletin boards through the Northeast Kingdom Chamber, Vermont Association of Broadcasters and New Hampshire Association of Broadcasters. Ads were also broadcast as commercials on our affiliated radio stations for the Announcer position.

E. Total number of persons interviewed for all full time positions filled during reporting period: 9 Sources for interviewees: All Access: 8, Internal: 1

F. Total number of interviewees hired for all positions filled during reporting period per recruitment period per recruitment/referral sources: 2

Outreach Initiatives

- Our Sales Manager attended Lyndon State College Career Fair on April 3, 2018.
- Our Sales Manager attended the Burke Mountain Career Fair on November 14<sup>th</sup> 2018.
- Had an internship program for students of St. Johnsbury Academy.