

EEO REPORT

December 1, 2019

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

B. Reporting Period: December 1, 2018 to November 30, 2019

C. Full time vacancies filled during this period

Job 1 Announcer WKXH This job was listed on the 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 June 13 2019

Source: Internal

6 Interviewees from AllAccess.com, 1 Internal

Job 2 Announcer WKXH This job was listed on the 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 September 3 2019

Source: Internal

1 Interviewee from Internal

Job 3 Announcer WMTK This job was listed on the 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 October 13 2019

Source of hire: Internal

5 Interviewees from AllAccess.com, 1 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 and posted in house.

E. Total number of persons interviewed for all full time positions filled during reporting period: 14

F. Total number of interviewees hired for all positions filled during reporting period per recruitment period per recruitment/referral sources: 3

Outreach Initiatives

- Our Sales Manager attended the Lyndon Area Chamber of Commerce on February 12, 2019 and July 8, 2019 to speak to members about opportunities in broadcast.
- Our night show host hosted 2 of our local Cub Scout Troops in his studio to learn about careers in broadcasting and to earn their “broadcast pin” on December 9th and December 16th of 2019.
- Our morning host on WKXH hosted a student group from Danville School with the Harlem Rockets May 31, 2019.
- Had an internship program for students of St. Johnsbury Academy.