

**WDEV, WDEV-FM, WLVB, WCVT, WEXP  
EEO PUBLIC FILE REPORT  
December 1, 2022-November 30, 2023**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
Radio and Digital Account Representative	7, 13, 15, 18, 21	15

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**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	<b>Barre Montpelier Times Argus &amp; Sunday Rutland Herald</b> 540 North Main Street, Barre VT 05641	N	0
2	<b>Business &amp; Professional Women/VT</b> www.burlingtonbpw.org President: Stephanie Hainley	N	0
3	<b>Central Vermont Economic Development Corp. (and associated job fairs)</b> One National Life Drive P.O. Box 1439 Montpelier, VT 05601 James Stewart, Executive Director 802.223.4655 cvedc@sover.net	N	0
4	<b>Norwich University</b> 158 Harmon Drive Northfield, VT 05663 Contact: James Graves	N	0
5	<b>Burlington Free Press</b> Burlingtonfreepress.com classifieds College Street Burlington, VT 05401	N	0
6	<b>The World Newspaper</b> 403 US Route 302 Berlin, VT 05601 Gary Haas	N	0
7	<b>Vermont Association of Broadcasters</b> VAB@vab.org Wendy Mays, Executive Director	N	0
8	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center McFarland State Office Building 5 Perry Street, Suite 200 Barre, VT 05641 802.476.2600	N	0
9	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center 63 Pearl Street Burlington, VT 05401 802.863.7676	N	0
10	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center 200 Asa Bloomer Building 88 Merchants Row Rutland, VT 05701 802.786.5837	N	0
11	<b>Vermont Department of Employment &amp; Training</b> Career Resource Center 197 Harrell Street Morrisville, VT 05661-0429 802.888.4545	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	<b>Rutland Herald</b> P.O. Box 668 Rutland, VT 05701 802.747.6126 Ryan.Decelle@rutlandherald.com	N	0
13	<b>EEO Broadcast Announcements</b> <i>(one or more SEU stations)</i> The Radio Vermont Group P.O. Box 550 Waterbury, VT 05676 802.244.7321 WDEV-WLVB-WCVT-WEXP <a href="mailto:scormier@radiovermont.com">scormier@radiovermont.com</a>	N	1
14	<b>Walk-In/Self-Referral</b>	N	0
15	<b>Word-of-Mouth Referral</b>	N	2
16	<b>Sam's Good News</b> 162 North Main Street Stony Brook Plaza, Rutland, VT 05702 802.773.4040 sales@samsgoodnews.com	N	0
17	<b>Seven Days</b> P.O. Box 1164 Burlington, VT 05402-1164 www.Sevendaysvt.com/classifieds	N	0
18	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	N	0
19	<b>BROC Bennington-Rutland Community Action SW VT</b> Tom Donahue, Director 45 Union Street Rutland, VT 05701 Contact: Tom Donaghue	N	0
20	<b>St. Michael's College</b> One Winooski Park Colchester, VT 05439 Contact: Eileen O'Rourke	N	0
21	<b>Vermont State College System</b> NVU Lyndon, NVU Johnson, Vermont Tech and Castleton University <a href="https://www.collegecentral.com/vsc">https://www.collegecentral.com/vsc</a> Contact: Amy Wright	N	0
22	<b>Champlain College</b> 251 South Willard Street Burlington, VT 05402 Contact: Christine Hutchins	N	0
23	<b>Plattsburgh State College</b> 202J Yokum Hall 101 Broad Street Plattsburgh NY 12901 Contact: Dr. Kirsten Isgro	N	0
24	<b>Job Fair</b> <i>(as described in Section III)</i>	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			3

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Job Fair	The Stations of Radio Vermont participated in the 14 <sup>th</sup> Annual Central Vermont Job Fair held on Wednesday, April 5th from 12-7 at the Barre City Auditorium. The fair was presented by the Central Vermont Economic Development Corporation. Our stations heavily promoted the fair on-air, and hosted a booth where we advertised available job openings and discussed career opportunities with attendees. We also broadcast our Public Affairs program live from the fair that morning.
<b>2</b>	Participate in Job Fair	The Stations of Radio Vermont attended the Vermont Career fair at the Champlain Valley Fairgrounds on Thursday, April 20 <sup>th</sup> from 10-3. Our stations heavily promoted the fair on-air and we hosted a booth where we advertised available job openings. We also broadcast live from the fair; multiple local businesses joined us on-air to discuss their job openings.
<b>3</b>	Host an Internship Program	From April to July of 2023, our SEU hosted an intern from Northern Vermont University at Lyndon. The intern worked on production, copy writing, recording commercials, running the board, recording news stories, and more. The intern was supervised by station personnel.