

**WDEV, WDEV-FM, WLVB, WCVT, WEXP
EEO PUBLIC FILE REPORT
December 1, 2018- November 30, 2019**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
Program Director WDEV	7, 15, 17-18, 21	15
Program Director/Morning Host WCVT/WEXP	7, 15, 17-18	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	Barre Montpelier Times Argus & Sunday Rutland Herald 540 North Main Street, Barre VT 05641	N	0
2	Business & Professional Women/VT www.burlingtonbpw.org President: Stephanie Hainley	N	0
3	Central Vermont Economic Development Corp. (and associated job fairs) One National Life Drive P.O. Box 1439 Montpelier, VT 05601 James Stewart, Executive Director 802.223.4655 cvedc@sover.net	N	0
4	Norwich University 158 Harmon Drive Northfield, VT 05663 Contact: James Graves	N	0
5	Burlington Free Press Burlingtonfreepress.com classifieds College Street Burlington, VT 05401	N	0
6	The World Newspaper 403 US Route 302 Berlin, VT 05601 Gary Haas	N	0
7	Vermont Association of Broadcasters VAB@vab.org Wendy Mays, Executive Director	N	0
8	Vermont Department of Employment & Training Career Resource Center McFarland State Office Building 5 Perry Street, Suite 200 Barre, VT 05641 802.476.2600	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
9	Vermont Department of Employment & Training Career Resource Center 63 Pearl Street Burlington, VT 05401 802.863.7676	N	0
10	Vermont Department of Employment & Training Career Resource Center 200 Asa Bloomer Building 88 Merchants Row Rutland, VT 05701 802.786.5837	N	0
11	Vermont Department of Employment & Training Career Resource Center 197 Harrell Street Morrisville, VT 05661-0429 802.888.4545	N	0
12	Rutland Herald P.O. Box 668 Rutland, VT 05701 802.747.6126 Ryan.Decelle@rutlandherald.com	N	0
13	EEO Broadcast Announcements <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 scormier@radiovermont.com	N	0
14	Walk-In/Self-Referral	N	0
15	Word-of-Mouth Referral	N	4
16	Sam's Good News 162 North Main Street Stony Brook Plaza, Rutland, VT 05702 802.773.4040 sales@samsgoodnews.com	N	0
17	Seven Days P.O. Box 1164 Burlington, VT 05402-1164 www.Sevendaysvt.com/classifieds	N	2
18	Station Website Postings <i>(one or more SEU stations)</i>	N	0

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19	BROC Bennington-Rutland Community Action SW VT Tom Donahue, Director 45 Union Street Rutland, VT 05701 Contact: Tom Donaghue	N	0
20	St. Michael's College One Winooski Park Colchester, VT 05439 Contact: Eileen O'Rourke	N	0
21	Lyndon State College 1001 College Rd. Lyndonville, VT 05851 Contact: Katrina Meigs	N	0
22	Champlain College 251 South Willard Street Burlington, VT 05402 Contact: Christine Hutchins	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			6

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co-Sponsor Job Fair	In Spring 2019, RVG partnered with Central Vermont Economic Development Corporation and Vocational Rehab VT for the annual job fair. Our stations aired promotional announcements for several months, beginning in February 2019 to help solicit local participating businesses and encourage attendance. We provided a “live” broadcast at the job fair on April 3, 2019 from the Barre Civic Center Auditorium. RVG also participated as a local employer with a fully-staffed display table. The event was also covered during the Radio Vermont News Network live segments in morning drive time and was the focus of a two-hour public affairs broadcast later in the morning.
2	Internship Program	From June 2019 through August of 2019, RVG hosted a local student from Notre Dame University for a paid internship provided by Notre Dame. The intern assisted our News Department, helping with writing, editing and production of news stories, production and remote broadcast of our public affairs program as well as even some hosting duties. He was supervised by the WDEV Program Director.
3	Participate in event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On April 9, 2019, RVG participated in the Rutland Regional Chamber of Commerce Business Show at the Holiday Inn. RVG participants included our Sales Manager, who distributed hand-outs about employment opportunities and encouraged anyone curious to stop by and meet us. We also promoted the event via on-air announcements on WEXP.