

EEO PUBLIC FILE REPORT
 Vermont Broadcast Associates, Inc
 December 1, 2013 to November 30, 2014

A. Employment Unit Covered:

WGMT, WKXH, WSTJ, WMTK, WMOO, WIKE, WJJZ

B. Reporting Period:

December 1, 2013 to November 30, 2014

C. Full Time Vacancies Filed During Reporting Period

| Job Title | Date Filed | Positions |
|---------------|----------------|-----------|
| Announcer | April 1, 2014 | 1 |
| Sales Manager | March 15, 2014 | 1 |
| Sales | April 1, 2014 | 2 |
| Sales | August 1, 1014 | 1 |
| Announcer | August 1, 2014 | 1 |

D. Recruitment / Referral Sources Used to Seek Candidates for Each Vacancy

Caledonian Record Newspaper
 All Access Web Site
 Vermont Association of Broadcasters Web site
 Vermont Department of Employment and Training
 Northeast Kingdom Chamber of Commerce
 St. Johnsbury Business & Professional Women's Organization
 Lyndon State College
 WGMT
 WSTJ
 WMTK
 WKXH
 WMOO
 WIKE

| Job Title | Date Filled | Recruitment Source |
|---------------|-------------|--------------------|
| Announcer | 8/2/14 | WGMT |
| Sales Manager | 4/15/14 | WGMT |
| Sales | 5/1/14 | On-air WMOO |
| Sales | 8/1/14 | On-air WGMT |

E. Total Number of Persons Interviewed for All Full Time Vacancies Filled During Reporting Period: 12

F. Total Number of Interviewees for All Full Time Vacancies Filled During Reporting Period Per Recruitment Period Per Recruitment / Referral Sources: 5

G. Recruitment Source Information

| <u>Source</u> | <u>Referrals</u> | <u>Interviewees</u> | <u>Positions from Source</u> |
|--|------------------|---------------------|------------------------------|
| Caledonian Record | 1 | 1 | 0 |
| All Access | 5 | 3 | 0 |
| Vermont Association Broadcasters | 0 | 0 | 0 |
| New Hampshire Association Broadcasters | 0 | 0 | 0 |
| VT Dept Employment Training | 0 | 0 | 0 |
| NEK Chamber | 0 | 0 | 0 |
| St.J Business Professional Women | 0 | 0 | 0 |
| Lyndon State College | 2 | 0 | 0 |
| WGMT | 5 | 5 | 2 |
| WSTJ | | | |
| WMTK | | | |
| WKXH | 2 | 2 | 1 |

| | | | |
|------|---|---|---|
| WMOO | 5 | 5 | 2 |
| WIKE | 0 | 0 | 0 |

VERMONT BROADCAST ASSOCIATES, INC

EEO OUTREACH ACTIVITIES

December 1, 2013 to November 30, 2014

Vermont Broadcast Associates, Inc during the past year has set up a comprehensive outreach and recruitment program designed to widely disseminate information regarding full time job opportunities at its stations.

Annually all Vermont Broadcast Associates Inc radio stations air a Public Press Release inviting community groups, minority organizations and interested civic organizations to notify station management if their group would like to be notified regarding each new, full time job opening. Vermont Broadcast Associates Inc also sends these same press releases to community groups, minority organizations and interested civic organizations seeking the involvement of local groups as part of the licensee's efforts. To date the St. Johnsbury Business and Professional Womens' Organization has expressed interest in receiving information regarding any job openings. The licensee plans to continue its advertising efforts with the hope that more local groups might soon be interested in receiving such information.

Vermont Broadcast Associates, Inc and its radio stations advertised all of its job openings on the air over each of its broadcast stations.

Vermont Broadcast Associates, Inc has selected the following menu options:

List every upper-level opening in a job bank or newsletter of a media trade group whose membership include substantial participation of women and minorities.

Vermont Broadcast Associates, Inc and its radio stations participated in Career Days at Lyndon State College, Lyndon Institute and St. Johnsbury Academy.

Vermont Broadcast Associates, Inc and its radio stations has an intern association with St. Johnsbury Academy, Lyndon Institute, and Lyndon State College where students learn aspects of working at a radio station.

Vermont Broadcast Associates, Inc and its radio stations co - sponsored at least one job fair with The North Country Career Center..

Vermont Broadcast Associates, Inc and its radio stations provide training to management level personnel and staff as to methods of ensuring equal opportunity and preventing discrimination.

VERMONT BROADCAST ASSOCIATES, INC

Administrator of File

December 1, 2013 to November 30, 2014

Administrator of the station's EEO Report is Bruce James.