

EEO REPORT
VERMONT BROADCAST ASSOCIATES, INC.
 December 1, 2021

A. Employment Unit Covered: WGMT, WKXH, WMTK, WMOO, WJJZ, WSTJ, WIKE

B. Reporting Period: December 1 2020 to November 30 2021

C. Full time vacancies filled during this period

Job Title	Date filled	Position
Sales Person	September 1, 2021	1
Announcer	September 1, 2021	1

D. Recruitment Sources:

Sales Person: Lyndon State College, Interoffice memo, On air advertising, State of Vermont Job Bank, All Access.com

Announcer: On air announcement, All Access.com, Lyndon State College, Interoffice Memo, Northeast Kingdom Chamber of Commerce, State of Vermont Job Bank.

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

Sales Person : 2
 Announcer : 2

F. Total number of interviewees for all positions filled during reporting period per recruitment period per recruitment/referral sources: 1

Source	Referrals	Interviewees	Positions from this Source
All Access.com	6	0	0
LSC	0	0	0
On air ad	4	3	1
Interoffice Memo	0	0	0
NEK Chamber	0	0	0
Vermont Job Bank	2	1	1
VT Assoc of Bcasters	0	0	0
NH Assoc of Bcasters	0	0	0

Vermont Broadcast Associates Inc.
EEO Outreach Activities

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 they would like to be notified regarding each new full time job opening. Vermont Broadcast Associates also send 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 chamber of commerce has expressed interest 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 chosen the following menu items:

List every upper level opening in a job bank or newsletter of a media trade group whose member ship include a substantial number of women and minorities.

- Vermont Association of Broadcasters job website
- 6/4/21 Announcer
- 6/4/21 Sales Person

- New Hampshire Association of Broadcasters job website
- 6/4/21 Announcer
- 6/4/21 Sales Person

- New Hampshire Association of Broadcasters Virtual Job Fair
- 3/22/21 to 26/21

- All Access Job Bank
- 10/7/21 Sales Person
- 9/2/21 Announcer
- 3/12/21 Sales Person

Participation in Career Days at local high schools and colleges.

- Due to covid shutdown, the local school job fair was held at Faith Lighthouse Church, Newport VT
- 7/29/21
- Steve Nichols, Director of Sales, Participated

- Northern Vermont University
- Job Recruitment Fair
- 9/16/21
- Steve Nichols, Director of Sales, Participated

Internship opportunities are offered to local high school and college students.

- Internships offered to students of Northern Vermont University, North Country Union High School and Lyndon Institute:

6/1/21 to 8/20/21

- Office receptionist
- Ordering Supplies
- Promotions assistant
- Announcer

School credit is unknown.

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.

- Training occurred at the Vermont Association of Broadcasters convention and workshops.
- Management training occurred through on-line education at Local Broadcast Sales.com
- Training for office staff to move into an Announcer position occurred in-house at the station studios. It was conducted by the Program Director.



Bruce A. James, President
Vermont Broadcast Associates, Inc.