

This report was uploaded after the December 1, 2023 deadline. The staff responsible for completing this upload was ill and unable to complete the task until December 3, 2023. This EEO report was uploaded on time to the Vermont Public website.

Joesph Tymecki, Sr. VP of Technology
2/3/2023

ANNUAL EEO PUBLIC FILE REPORT

Vermont Public Co.

Stations

Radio

WBTV (FM-NCE), Bennington, VT
WNCH (FM-NCE), Norwich, VT
WOXM (FM-NCE), Middlebury, VT
WOXR (FM-NCE), Schulyer Falls, NY
WRVT(FM-NCE), Rutland, VT
WVBA (FM-NCE), Brattleboro, VT
WVNC (FM-NCE), Manchester, VT
WVPA (FM-NCE), St. Johnsbury, VT
WVPR (FM-NCE), Windsor, VT
WVPS (FM-NCE), Burlington, VT
WVTI (FM-NCE), Brighton, VT
WVTQ (FM-NCE), Sunderland, VT
WVTX (FM-NCE), Colchester, VT
WVXR (FM-NCE), Randolph, VT
WVLR-FM (FM NCE), Lyndonville, VT
WVER-FM (FM NCE), West Rutland, VT

TV

WETK (TV), Burlington, VT
WVER (TV), Rutland, VT
WVTB (TV), St. Johnsbury, VT

Reporting Period:

Nov 21, 2022 – Nov 20, 2023

No. of Full-time Employees:

More than 10

Small Market Exemption:

Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Nov 2022 - May 2023, Vermont Public offered an internship to a student from the University of Vermont to work with reporters in the newsroom to experience researching, interviewing, producing, editing, and reporting stories for radio broadcasting.

Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

11/30/23 Six students came to the Fort for a tour of the facilities. Jake Rusnock, Programmer/ Producer, showed them the workings of the studios/broadcasting. Scott Finn, CEO, gave them a broader building tour. They were some of the participants in the Good Citizen Challenge and were from a couple different area schools. We had three six graders, one 8 grader and one 9 grader & three adults.

1/12/23 Josh Crane, reporter, gave a lecture @ Dartmouth College: 15 college undergrads, topic was audio journalism. Discussed some episodes of *Brave Little State* and an audio project called "Sonic IDs." Included some technical training in Adobe Audition editing software.

3/22/23 Karen Anderson participated in a community event yesterday (March 22) for the Northwest Career & Technical Center. Karen is an advisory board member who was asked to participate in mock job interviews for 150 high school students and talk with future editors, producers, programmers.

4/25/23 Abagael Giles, Reporter, spoke to Professor Sarah Nilsen's film class at UVM about climate journalism and storytelling. She did a Q+A with Professor Nilsen and we talked about the editorial process, research for stories and how to make climate stories engaging. The students are working on scripts for their own documentaries. There were about 35 students and she spoke for an hour.

6/10-14/23 Lexi Krupp, Reporter, worked with 3 students (two 9th graders and one 8th grade teacher) at a camp through Junction Arts & Media. They learned how to do interviews, use audio gear, software and put together stories and sonic ID's, one of which was published on our website.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

May-September, all active staff members and interns completed the online Harassment and Bias Prevention Training from CPB.

3/9/23 (1 hour)

Workshop title: Discrimination & Harassment

Where: Zoom

Who was reached: Vermont Public Management Team

How many people were reached: Approx. 26

Who led the event: Kristina R. Brines, (PHR, SHRM-CP) Director, PAUL FRANK + COLLINS P.C.

4/13/23 (1 hour)

Workshop title: Employment Law

Where: Zoom

Who was reached: Vermont Public Management Team

How many people were reached: Approx. 26

Who led the event: Kristina R. Brines, (PHR, SHRM-CP) Director, PAUL FRANK + COLLINS P.C.

5/11/23 (3 hours) **Workshop title:** Distributing

the Labor of Justice, Equity, Diversity & Inclusion (JEDI): The work of tackling equity issues in your organization and in your community can be challenging, especially when you are “the one” at your company who is representing and educating, while also navigating inequities and ignorance.

Conversation with Vermont leaders about the equity work happening at their organizations, and how they are getting buy-in to keep the work going without burning out.

Where: Hula Center

Who was reached: VBSR

How many people were reached: (Ballpark) 150

Who led the event: Vermont Businesses for Social Responsibility

5/11/23 (1 hour)

Workshop title: Documenting Performance

Where: Zoom

Who was reached: Vermont Public Management Team

How many people were reached: Approx. 26

Who led the event: Kristina R. Brines, (PHR,

SHRM-CP) Director, PAUL FRANK +
COLLINS P.C.

LIST OF
POSITIONS FILLED (18)

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/5/2022	News Producer	publicmediajobs.org
1/9/2023	Videographer	Referral
2/6/2023	Digital Editor	Twitter
2/7/2023	Director of Membership	Vermontpublic.org
2/13/2023	Director of Digital Strategy	Vermontpublic.org
2/13/2023	Engagement Producer for <i>But Why</i>	Vermontpublic.org
2/13/2023	Director of Radio Programming	Vermont Public Social Network (Slack)
3/6/2023	Programming Producer	Internal
3/6/2023	Afternoon News Producer	Vermontpublic.org
3/6/2023	Controller	Referral (GFC)
5/22/2023	Event Producer	Vermont Professionals of Color
6/5/2023	News Producer, Morning Edition	CPB.org
6/5/2023	Broadcast Engineer- Transmitter	word of mouth, vermontpolic.org
6/12/2023	Digital Producer	Vermontpublic.org
6/12/2023	Reporter- RFA Partnership	Report for America
7/10/2023	Data Journalist	JournalismJobs.com
10/30/2023	News Producer	Vermontpublic.org
11/06/2023	Associate Producer, Engagement Journalism	Airmedia.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
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Internal	5
Referral	17
Association of Independents in Radio (airmedia.org)	1
Vermont Public Radio website (vermontpublic.org/careers)	45
Vermont Public Social Network (Facebook, Instagram & Twitter)	5
Vermont Public On-Air Announcement	2
Corporation of Public Broadcasting (cpb.org/jobline)	6
Current Public Media Jobs (jobs.current.org/job)	1
Indeed.com	1
journalismjobs.com with diversity outreach	2
linkedIn.com	4
SevenDays VT Print & Website (sevendaysvt.com)	1
National Public Media Slack Channel	2
NPR on air programming	1
Vermont Professional of Color	1

RECRUITING SOURCES USED

Job Title of Position: News Producer, Vermont Edition Date of Hire: 12/5/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

Job Title of Position: Videographer

Date of Hire: 1/9/23

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
RTDNA	N	The National Press Building, 529 14th Street, NW Suite 1240 Washington, DC 20045	Rtdna.org	(202) 221-4282
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublisher.com	(446) 445-0000 x4
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Veterans Connect	N	veteransconnect.com	support@workplacediversity.com	973-992-7311

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Digital Editor

Date of Hire: 2/6/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040

Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
LinkedIn	N	Vermont Public Social Network	Ashley FitzGerald	(802) 654-4378
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director of Membership Date of Hire: 02/07/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
LinkedIn	N	Vermont Public Social Network		(802) 654-4378
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublisher.com	(446) 445-0000 x4
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director of Digital Strategy Date of Hire: 2/13/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Engagement Producer But Why Date of Hire: 02/13/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collececentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association	N	4 Carmichael St. 111-106	vab@vab.org	(802) 233-0296

of Broadcasters		Essex Jct., VT 05452 (802) 233-0296		
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Journalism Next.com	N	Journalismnext.com	info@journalismnext.com	Phone: (703) 629-0178

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director of Radio Programming Date of Hire: 02/13/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers/	
LinkedIn	N	Vermont Public Social Network		(802) 654-4378
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Programming Producer Date of Hire: 03/06/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600

Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Journalism Next.com	N	Journalismnext.com	info@journalismnext.com	Phone: (703) 629-0178

Job Title of Position: Afternoon News Producer Date of Hire: 03/06/2023

Referral Source	*	Address of Source	Contact Person at Source	Tel. No. and E-Mail Address of Source
Vermont Public/Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	(Radio Programming Producer)	(802) 654-4378
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Public Media Journalists Association	N	P.O. Box 838 Sturgis, SD 57785	https://www.pmja.org/	(605) 863-9919

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Controller Date of Hire: 03/06/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Gallagher, Flynn & Company, LLP	N	725 Community Drive, Suite 401 South Burlington, VT 05403	Jennifer Jeffrey	jhj@gfc.com
LinkedIn Gallagher, Flynn & Company, LLP	N	725 Community Drive, Suite 401 South Burlington, VT 05403	Jennifer Jeffrey	jhj@gfc.com
Vermont Works for Women	N	32A Malletts Bay Ave. Winooski, Vt. 05404	Paige Ruffner	pruffner@vtworksforwomen.org (802) 655-8900 x118
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Indeed	N	Indeed.com	Jennifer Jeffrey	jhj@gfc.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Event Producer Date of Hire: 5/22/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers/	
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
VT Job Connect	N	https://www.vtjobconnect.com/	Zach White	zwhite@twinprime media.com

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: News Producer, Moring Edition Date of Hire: 06/05/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegecentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers/	
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(866) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
NETA	N	PO Box 50008, Columbia, SC 29250	https://www.netaonline.org/contact-us	803-799-5517

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Broadcast Engineer- Transmitter Date of Hire: 6/5/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378

Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collececentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers	
LinkedIn	N	Vermont Public Social Network		(802) 654-4378
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Digital Producer Date of Hire: 6/12/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collececentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers/	
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
LinkedIn	N	Vermont Public Social Network		(802) 654-4378
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(866) 437-5700

Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
NETA	N	PO Box 50008, Columbia, SC 29250	https://www.netaonline.org/contact-us	803-799-5517
BIPOC Job Opportunities: Not Your Average Career Fair	N	The Flynn Theater Burlington VT 05401	Fran Tobin	(802) 654-4371
VT Job Connect	N	https://www.vtjobconnect.com/	Zach White	zwhite@twinprime media.com
Journalism Next.com	N	Journalismnext.com	info@journalismnext.com	Phone: (703) 629- 0178

* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Reporter – RFA Partnership Date of Hire: 06/12/2023

Report for America is a national service program that places journalists into local newsrooms to report on under-covered issues and communities. An initiative of the nonprofit media organization, The GroundTruth Project, it is structured to harness the skills and idealism of an emerging group of journalists plus the creative spirit of local news organizations.

Report for America communicates about its open positions with scores of universities and alumni groups and professional associations including the National Association of Hispanic Journalists and the National Association of Black Journalists. Report for America also pays for ads with organizations including JournalismJobs.com. Report for America then evaluates all applications, conducts Zoom interviews with finalist candidates, and creates slates of three to five candidates for every open position with its host newsrooms, based on required skills for each position. Each host newsroom then interviews its candidates and selects the one they want.

Job Title of Position: Data Journalist Date of Hire: 07/10/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470	collegecentral.com	(775) 546-6040

		Stateline, NV 89449-4470		
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers/	
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: News Producer Date of Hire: 10/30/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers/	
LinkedIn	N	Vermont Public Social Network	Ashley FitzGerald	(802) 654-4378
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

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Job Title of Position: Associate Producer, Engagement Journalism Date of Hire: 11/06/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public (VPR/PBS) Website/ Social Network (Slack)/ On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4378
Vermont Public On-air 107.9 FM	N	365 Troy Ave. Colchester, VT	Karen Anderson	(802) 654-4378
Handshake	N	Colleges & Universities Network	joinhandshake.com/employers/	
LinkedIn	N	Vermont Public Social Network	Ashley FitzGerald	(802) 654-4378
Journalism Industry Email Listservs	N	jcrane@vermontpublic.org	Josh Crane	jcrane@vermontpublic.org
Journo Jobs	N	https://journojobs.substack.com	Mandy Hofmockel	https://substack.com/@journojobs
Transom's Starting Out Newsletter	N	startingout.substack.com	Alice Wilder	startingout@transom.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.