

## 2025 ANNUAL EEO PUBLIC FILE REPORT

### Vermont Public Co.

#### Stations

#### Radio

WBTN (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  
WVNK (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  
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, 2024 – Nov 20, 2025**

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):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions*

03/27/25 – Cindy Rodriguez, SVP of People & Culture, and Catherine Hurley, Social Media Specialist, participated in the University of Vermont's Career Carnival event, the university's yearly signature event for the Arts, Media and Communication interest group in their Career Center. Hosted a table representing Vermont Public, engaged in meaningful

conversations, and shared valuable tips, strategies, or takeaway resources with students in careers in media, networking, branding and portfolio building.

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

January 2025 - present - Vermont Public offered an internship program to two students from the University of Vermont during the 2025 spring academic semester (January – May) and two additional students during the 2025 fall academic semester (September – December). Students were provided the opportunity to work with reporters in the newsroom to experience researching, interviewing, producing, editing and reporting stories for radio broadcasting.

July - August 2025 - Vermont Public offered a pilot internship to one student through a paid subsidy program with the Vermont Association of Broadcasters to expand career knowledge and experience in studio broadcast engineering.

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

02/19/25 - Eight Champlain College students came to the Fort to watch VTED live, spoke with VTED host, Mikaela Lefrak, and then were given a tour of the station.

03/07/25 - One student and two adults were given a tour of the Falls. Brian Stevenson showed them our TV studio and equipment for career exploration purposes.

03/18/25 - Twelve University of Vermont Students enrolled in a class called “Radio Journalism” visited Vermont Public to get a tour of the

studios from director of radio programming Karen Anderson, watch announcer Aleah Papes record a break, and participate in a Q&A with news director Mark Davis, broadcast engineer Phil Edfors, and Vermont Edition host Mikaela Lefrak. The students in this class are producing radio journalism stories that could be picked up by Vermont Public, so they were able to learn more about the station and hear how their work can contribute to it.

03/18/25 - Fifteen University of Vermont Students enrolled in a class called “Audio Storytelling” visited Vermont Public to get a tour of the studios from Director of Radio Programming Karen Anderson, watch announcer Aleah Papes record a break, and do a Q&A with broadcast engineer Phil Edfors, and Vermont Edition Host Mikaela Lefrak. The students in this class are producing radio journalism stories that could be picked up by Vermont Public, so they were able to learn more about the station and hear how their work can contribute to it.

03/26/25 - Eighteen students from Richford Jr/Sr High School were given a tour of the Fort. Jenn Jarecki and Nathaniel Wilson spoke with them about journalism careers and did a Q&A.

10/09/25 - Thirteen undergraduate students in the University of Vermont’s “Audio Storytelling” class came to the station for a tour and a short voicing lesson. They also recorded their voices in the studios, with support from Karen Anderson.

10/14/25 - Twelve undergraduate students in the University of Vermont’s

“Public Radio Journalism” class came to the station for a tour and a short voicing lesson. They also recorded their voices in the studios, with support from Karen Anderson and Phil Edfors.

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

3/19/2024 - Workshop title: Tips for Employee Management  
Where: Zoom  
Who was reached: Vermont Public Management Team  
How many people were reached: Approx. 19  
Who led the event: Michelle Goodell, Interim HR Manager, VT Public

## LIST OF POSITIONS FILLED (14)

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/02/24	Development Administrative Assistant	Seven Days VT <sup>1</sup>
01/06/25	HR Business Partner	Referral
01/13/25	Engagement Producer, But Why	Vermontpublic.org
01/27/25	Broadcast Engineer – Transmitter	Referral
02/10/25	Account Manager, Business Sponsorships	Vermontpublic.org
02/10/25	News Director	Internal Promotion
02/24/25	Account Manager, Business Sponsorships	Referral
04/28/25	IT Specialist	Referral
05/17/25	Music Host	Vermontpublic.org
05/17/25	Music Host	Referral
05/19/25	News Editor	Referral
06/09/25	Broadcast Engineer, Transmitter	ZipRecruiter
06/16/25	Chief Financial Officer	Internal Promotion
07/07/25	News Editor	Referral

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 79

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Vermontpublic.org	25
Seven Days VT (website & weekly print)	5
ZipRecruiter	12
Internal	3
Employee Referral	8
Indeed	12
LinkedIn	8
Google search	3
Glassdoor	2 <sup>2</sup>
Dice	1 <sup>3</sup>

<sup>1</sup> Vermont Public did not actively use this recruitment source for this position.

<sup>2</sup> Vermont Public did not actively use this recruitment source.

<sup>3</sup> Vermont Public did not actively use this recruitment source.

## RECRUITING SOURCES USED

Job Title of Position: Development Administrative Assistant

Date of Hire: 12/02/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation of Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	Publicmediajobs.org	(860) 437-5700
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	

\* 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: HR Business Partner

Date of Hire: 01/06/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation of Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
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	<a href="http://thinkpublicmedia.org">thinkpublicmedia.org</a>	Jasmine Richmond	jrichmond@npr.org
Handshake <a href="https://joinhandshake.com/">https://joinhandshake.com/</a>	N	Colleges and Universities Network	<a href="https://joinhandshake.com/employers">https://joinhandshake.com/employers</a>	
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	<a href="https://www.netaonline.org/">https://www.netaonline.org/</a>	(803) 799-5517
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	
Talent.com	N	<a href="https://www.talent.com/">https://www.talent.com/</a>	<a href="https://www.talent.com/contact/employers">https://www.talent.com/contact/employers</a>	
Monster	N	<a href="https://www.monster.com/">https://www.monster.com/</a>	<a href="https://hiring.monster.com/contact-us-monster/">https://hiring.monster.com/contact-us-monster/</a>	
CareerJet	N	<a href="https://www.careerjet.com/">https://www.careerjet.com/</a>	<a href="https://www.careerjet.com/contact-us">https://www.careerjet.com/contact-us</a>	
MyJobHelper	N	<a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	assistance@myjobhelp	(888) 227-1481

			er.com	
Jobcase	N	<a href="https://www.jobcase.com/about-us/">https://www.jobcase.com/about-us/</a>	<a href="https://www.jobcase.com/hire/contact-us/">https://www.jobcase.com/hire/contact-us/</a>	
DiversityPost	N	<a href="http://www.jobtarget.com/diversitypost">http://www.jobtarget.com/diversitypost</a>	<a href="https://www.jobtarget.com/contact-us">https://www.jobtarget.com/contact-us</a>	
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	

\* 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: 01/06/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation for Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
Seven Days VT (website & weekly print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Professionals of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Think Public Media	N	thinkpublicmedia.org	Jasmine Richmond	jrichmond@npr.org
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	Publicmediajobs.org	(860) 437-5700
Handshake <a href="https://joinhandshake.com/">https://joinhandshake.com/</a>	N	Colleges and Universities Network	<a href="https://joinhandshake.com/employers">https://joinhandshake.com/employers</a>	
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	<a href="https://www.netaonline.org/">https://www.netaonline.org/</a>	(803) 799-5517
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	

\* 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 - Transmission

Date of Hire: 01/27/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation for Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
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	<a href="http://thinkpublicmedia.org">thinkpublicmedia.org</a>	Jasmine Richmond	jrichmond@npr.org
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	Publicmediajobs.org	(860) 437-5700
Handshake <a href="https://joinhandshake.com/">https://joinhandshake.com/</a>	N	Colleges and Universities Network	<a href="https://joinhandshake.com/employers">https://joinhandshake.com/employers</a>	
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	<a href="https://www.netaonline.org/">https://www.netaonline.org/</a>	(803) 799-5517
National Association of Broadcasters	N	<a href="https://www.nab.org/">https://www.nab.org/</a> 1 M Street SE Washington DC 20003	nab@nab.org	(202) 429-5300
Monster	N	<a href="https://www.monster.com/">https://www.monster.com/</a>	<a href="https://hiring.monster.com/contact-us-monster/">https://hiring.monster.com/contact-us-monster/</a>	
MyJobHelper	N	<a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	assistance@myjobhelper.com	(888) 227-1481
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	
LinkedIn	N	<a href="https://www.linkedin.com/company/vermontpublic/?viewAsMember=true">https://www.linkedin.com/company/vermontpublic/?viewAsMember=true</a>	Danielle Mullane	careers@vermontpublic.org
Jobcube	N	jobcube.com	support@jobcube.com	support@jobcube.com
Talent.com	N	<a href="https://www.talent.com/">https://www.talent.com/</a>	<a href="https://www.talent.com/contact/employers">https://www.talent.com/contact/employers</a>	
Adzuna	N	<a href="https://www.adzuna.com/">https://www.adzuna.com/</a>	<a href="https://www.adzuna.com/contact-us.html">https://www.adzuna.com/contact-us.html</a>	
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	

\* 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 Director

Date of Hire: 02/10/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation for Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
LinkedIn	N	<a href="https://www.linkedin.com/company/vermontpublic/?viewAsMember=true">https://www.linkedin.com/company/vermontpublic/?viewAsMember=true</a>	Danielle Mullane	careers@vermontpublic.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
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	<a href="https://www.thinkpublicmedia.org/">https://www.thinkpublicmedia.org/</a>	Jasmine Richmond	jrichmond@npr.org
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Vermont Department of Labor Job Link	N	<a href="https://www.vermontjoblink.com/home">https://www.vermontjoblink.com/home</a>	labor.vjl@vermont.gov	labor.vjl@vermont.gov
Indigenous Journalists Association	N	<a href="https://indigenousjournalists.org/">https://indigenousjournalists.org/</a>	<a href="https://indigenousjournalists.org/board-and-staff/">https://indigenousjournalists.org/board-and-staff/</a>	
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	

\* 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: Account Manager, Business Sponsorships

Date of Hire: 02/10/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Monster	N	<a href="https://www.monster.com/">https://www.monster.com/</a>	<a href="https://hiring.monster.com/contact-us-monster/">https://hiring.monster.com/contact-us-monster/</a>	
Talent.com	N	<a href="https://www.talent.com/">https://www.talent.com/</a>	<a href="https://www.talent.com/contact/employers">https://www.talent.com/contact/employers</a>	
MyJobHelper	N	<a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	assistance@myjobhelper.com	(888) 227-1481

CareerJet	N	<a href="https://www.careerjet.com/">https://www.careerjet.com/</a>	<a href="https://www.careerjet.com/contact-us">https://www.careerjet.com/contact-us</a>	
Jobcase	N	<a href="https://www.jobcase.com/about-us/">https://www.jobcase.com/about-us/</a>	<a href="https://www.jobcase.com/hire/contact-us/">https://www.jobcase.com/hire/contact-us/</a>	
DiversityPost	N	<a href="http://www.jobtarget.com/diversitypost">http://www.jobtarget.com/diversitypost</a>	<a href="https://www.jobtarget.com/contact-us">https://www.jobtarget.com/contact-us</a>	
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	

\* 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: Account Manager, Business Sponsorships      Date of Hire: 02/24/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation for Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
LinkedIn	N	<a href="https://www.linkedin.com/company/vermontpublic/?viewAsMember=true">https://www.linkedin.com/company/vermontpublic/?viewAsMember=true</a>	Danielle Mullane	careers@vermontpublic.org
Monster	N	<a href="https://www.monster.com/">https://www.monster.com/</a>	<a href="https://hiring.monster.com/contact-us-monster/">https://hiring.monster.com/contact-us-monster/</a>	
Talent.com	N	<a href="https://www.talent.com/">https://www.talent.com/</a>	<a href="https://www.talent.com/contact/employers">https://www.talent.com/contact/employers</a>	
MyJobHelper	N	<a href="https://www.myjobhelper.com/">https://www.myjobhelper.com/</a>	assistance@myjobhelper.com	(888) 227-1481
CareerJet	N	<a href="https://www.careerjet.com/">https://www.careerjet.com/</a>	<a href="https://www.careerjet.com/contact-us">https://www.careerjet.com/contact-us</a>	
Jobcase	N	<a href="https://www.jobcase.com/about-us/">https://www.jobcase.com/about-us/</a>	<a href="https://www.jobcase.com/hire/contact-us/">https://www.jobcase.com/hire/contact-us/</a>	
DiversityPost	N	<a href="http://www.jobtarget.com/diversitypost">http://www.jobtarget.com/diversitypost</a>	<a href="https://www.jobtarget.com/contact-us">https://www.jobtarget.com/contact-us</a>	
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	

\* 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: IT Specialist

Date of Hire: 04/28/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation of Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	https://cpb.org/	(202) 879-9600
Think.Public.Media	N	https://www.thinkpublicmedia.org/	Jasmine Richmond	jrichmond@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
Indeed	N	https://www.indeed.com/	https://support.indeed.com/hc/en-us	
ZipRecruiter	N	Ziprecruiter.com	https://www.ziprecruiter.com/contact/	

\* 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: Music Host

Date of Hire: 05/17/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation for Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	https://cpb.org/	(202) -879-9600
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
Seven Days VT (website & weekly print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Professionals of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Think.Public.Media	N	thinkpublicmedia.org	Jasmine Richmond	jrichmond@npr.org
Journalism Jobs	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	Public Media Jobs (jobscurrent.org)	(860) 437-5700
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	contact@nabj.com	(301) 405-0248

National Association of Hispanic Journalists	N	NAHJ Career Center	info@nahjcareers.com	(626) 792-3846
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	https://www.netaonline.org/	(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: Music Host

Date of Hire: 05/17/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation for Public Broadcasting	N	401 9th Street, NW, Washington, DC 20004	https://cpb.org/	(202) -879-9600
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
Seven Days VT (website & weekly print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Professionals of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Think.Public.Media	N	thinkpublicmedia.org	Jasmine Richmond	jrichmond@npr.org
Journalism Jobs	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	Public Media Jobs (jobscurrent.org)	(860) 437-5700
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	contact@nabj.com	(301) 405-0248
National Association of Hispanic Journalists	N	NAHJ Career Center	info@nahjcareers.com	(626) 792-3846
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	https://www.netaonline.org/	(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: News Editor

Date of Hire: 05/19/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	Publicmediajobs.org	(860) 437-5700
Greater Public	N	Greaterpublic.org	Greaterpublic.org	(800) 454-2314
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	
Jobcube	N	jobcube.com	support@jobcube.com	support@jobcube.com
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	<a href="https://www.netaonline.org/">https://www.netaonline.org/</a>	(803) 799-5517
Public Media Journalists Association	N	P.O. Box 838, Sturgis, South Dakota 57785	Pmja.org	(605) 863-9919
Vermont Department of Labor Job Link	N	<a href="https://www.vermontjoblink.com/home">https://www.vermontjoblink.com/home</a>	labor.vjl@vermont.gov	labor.vjl@vermont.gov
ZipRecruiter	N	Ziprecruiter.com	<a href="https://www.ziprecruiter.com/contact/">https://www.ziprecruiter.com/contact/</a>	

\* 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: 06/09/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmmedia.org	(617) 825-4400
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	<a href="https://cpb.org/">https://cpb.org/</a>	(202) 879-9600
Greater Public	N	Greater Public PO Box 303279 Austin, TX 78703-0055	Greaterpublic.org	(800) 454-2314
Indeed	N	<a href="https://www.indeed.com/">https://www.indeed.com/</a>	<a href="https://support.indeed.com/hc/en-us">https://support.indeed.com/hc/en-us</a>	
Institute for Nonprofit Practice	N	1834 Centre Street, #320556 Boston, MA 02132	nonprofitpractice.org	info@nonprofitpractice.org (781) 400-5742
Jobcube	N	jobcube.com	support@jobcube.com	support@jobcube.com
LinkedIn	N	<a href="https://www.linkedin.com/compan">https://www.linkedin.com/compan</a>	Danielle Mullane	careers@vermontpublic.org

		y/vermontpublic/?viewAsMember=true		
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	https://www.netaonline.org/	(803) 799-5517
NLGJA: The Association of LGBTQ+ Journalists	N	2120 L Street, NW Suite 850 Washington, DC 20037	https://www.nlgja.org/	(202) 588-9888 info@nlgja.org
The Philanthropy Network	N	23 Bittersweet Lane, Cumberland, Maine 04021	https://philanthropy.network/	(617)595-7132 jobs@philanthropy.network
Philanthropy News Digest	N	https://philanthropynewsdigest.org/	Matt Sinclair, Editor	pnd@candid.org
Society of Broadcast Engineers	N	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	https://sbe.org/	(317) 846-9000
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	Jasmine Richmond	jrichmond@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
Vermont Department of Labor Job Link	N	https://www.vermontjoblink.com/home	https://www.vermontjoblink.com/home	labor.vjl@vermont.gov
ZipRecruiter	N	Ziprecruiter.com	https://www.ziprecruiter.com/contact/	

\* 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: Chief Financial Officer

Date of Hire: 06/16/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	https://cpb.org/	(202) 879-9600
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org Wendy Mays	(802) 233-0296 vab@vab.org wendy@vermontbroadcasters.org
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	Jasmine Richmond	jrichmond@npr.org
Vermont Department of Labor Job Link	N	https://www.vermontjoblink.com/home	https://www.vermontjoblink.com/home	labor.vjl@vermont.gov
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	https://www.netaonline.org/	(803) 799-5517
Indeed	N	https://www.indeed.com/	https://support.indeed.	

			com/hc/en-us	
ZipRecruiter	N	Ziprecruiter.com	https://www.ziprecruiter.com/contact/	
Greater Public	N	Greater Public PO Box 303279 Austin, TX 78703-0055	Greaterpublic.org	(800) 454-2314
Common Good Vermont	N	commongoodvt.org	commongoodvt.org/jobs/post-a-job	(802) 861-7826
Philanthropy News Digest	N	https://philanthropynewsdigest.org/	Matt Sinclair, Editor	pnd@candid.org
The Philanthropy Network	N	23 Bittersweet Lane, Cumberland, Maine 04021	https://philanthropy.network/	(617)595-7132 jobs@philanthropy.network
Institute for Nonprofit Practice	N	1834 Centre Street, #320556 Boston, MA 02132	nonprofitpractice.org	info@nonprofitpractice.org (781) 400-5742
NLGJA: The Association of LGBTQ+ Journalists	N	2120 L Street, NW Suite 850 Washington, DC 20037	https://www.nlgja.org/	(202) 588-9888 info@nlgja.org

\* 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 Editor

Date of Hire: 07/07/25

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermontpublic.org	N	365 Troy Ave, Colchester, VT 05446	Danielle Mullane	careers@vermontpublic.org
Vermont Public On Air	N	365 Troy Ave, Colchester, VT 05446	(Radio Programming Producer)	careers@vermontpublic.org
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	https://cpb.org/	(202) 879-9600
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	Publicmediajobs.org	(860) 437-5700
Greater Public	N	Greaterpublic.org	Greaterpublic.org	(800) 454-2314
Indeed	N	https://www.indeed.com/	https://support.indeed.com/hc/en-us	
Jobcube	N	jobcube.com	support@jobcube.com	support@jobcube.com
National Educational Telecommunications Association	N	939 S Stadium Rd, Columbia, SC 29201	https://www.netaonline.org/	(803) 799-5517
Public Media Journalists Association	N	P.O. Box 838, Sturgis, South Dakota 57785	pmja.org	(605) 863-9919
Vermont Department of Labor Job Link	N	https://www.vermontjoblink.com/home	https://www.vermontjoblink.com/home	labor.vjl@vermont.gov
ZipRecruiter	N	Ziprecruiter.com	https://www.ziprecruiter.com/contact/	

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