

2021 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
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
WVTX (FM-NCE), Colchester, VT
WVXR (FM-NCE), Randolph, VT

TV

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

Reporting Period: July 1, 2021 – November 20, 2021
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.*

05/26-08/07/2021, one student received a summer internship in the newsroom to experience researching, interviewing, producing, editing, and reporting stories for radio broadcasting. The initiative was in collaboration with the University of Vermont Career Program.

06/07-08/27/2021, two (2) students received an internship in the TV video production department. The initiative was in collaboration with the University of Vermont Career Program.

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

09-16-2021, the Director of Engagement Journalism volunteered as a mentor to the Wesleyan career program and spoke to a student interested in podcasting and journalism.

09-22-2021, News Reporter/Podcast Host spoke to two media classes at UVM about the work of journalists and the podcast medium.

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

07-29-2021, KUOW Seattle's NPR news station interviewed Vermont Public Director of Journalism about engagement and local radio show production.

09-14-2021, the Director of Engagement Journalism was a panelist in a Poynter Table Stakes webinar of approximately 40 people focused on public radio journalism, organizational change and development.

LIST OF POSITIONS FILLED (6)

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
07-19-2021	Development Services Coordinator	Friend/vpr.org
07-26-2021	Reporter, Env. & Climate Change	Internal Candidate
08-09-2021	VPR Host & Senior Producer	vpr.org
08-09-2021	PBS Production Technician	vermontpbs.org
09-07-2021	Manager of Education Engagement	vermontpbs.org
09-13-2021	PBS Producer/Director	vermontpbs.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 38

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Vermont Public Radio website (vpr.org/careers)	8
Vermont PBS website (vermontpbs.org/careers)	7
Corporation of Public Broadcasting (cpb.org/jobline)	4
Indeed.com	2

journalismjobs.com with diversity outreach	4
linkedIn.com	2
Seven Days Vermont (weekly print & sevendaysvt.org)	4
Twitter Post	1
Word of Mouth	3
Internal Candidate	3

RECRUITING SOURCES USED

Job Title of Position: Development Services Coordinator

Date of Hire: 07/19/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/On-Air/Social Network	N	365 Troy Ave. Colchester, VT	vpr.org	llarivee@vpr.org
AARP	N	601 E Street, NW Washington DC 20049	jobs.aarp.org	888-687-2277
Ass. Of Fundraising Professionals, Northern New England Chapter	N	P.O. Box 1794 Brattleboro, VT, 05302	afp-nne.org	802-217-8700
CommonGood Vermont	N	commongoodvt.org	director@commongoodvt.org	802-861-7826
Hire a Veteran		veteranindustries.com	Hireaveteran.com	Website Contact
Vermont JobsLink	N	Vermontjoblink.com	labor.vjl@vermont.gov	Website Contact
SevenDays VT (Weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.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: Reporter, Environment & Climate Change

Date of Hire: 07/26/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/On-Air/Social Network	N	365 Troy Ave. Colchester, VT	vpr.org	llarivee@vpr.org
Asian American Journalists Ass.	N	Aaja.org	support@aaja.org	202-729-8383
Association of Independents 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
Journalismjobs.com	N	Journalismjobs.com/job-listing	info@journalismjobs.com	510-508-7386
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	nabj.org	301-405-0248
National Ass. of	N	NAHJ Career Center	nahj.org	626-792-3846

Hispanic Journalists		PO Box 117 Windsor, CA 95492		
Native American Journalists Ass.	N	Website	najanewsroom.com	
Public Media Jobs (Current)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	202- 885-6412
The Society of Environmental Journalists	N	1629 K Street NW, Suite 300, Washington, DC 20006	sej.org	202-558-2055
SevenDays VT (Weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com

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

Job Title of Position: Host & Senior Producer

Date of Hire: 08/09/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/On-Air/Social Network	N	365 Troy Ave. Colchester, VT	Vpr.org	llarivee@vpr.org
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	202-879-9600
Vermont Public Radio/On-Air/Social Network	N	365 Troy Ave. Colchester, VT	Vpr.org	llarivee@vpr.org
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	hbcuconnect.com	877-864-4446
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	nabj.org	301-405-0248
National Ass. of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	nahj.org	626-792-3846
Public Media Jobs (Current)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	202- 885-6412
SevenDays VT (Weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.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: PBS Production Technician

Date of Hire: 08/09/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Rob Cunningham	rcunningham@vermontpbs.org 802-655-2458
Indeed.com	N	433 Champion Grandview Way Building 1, Austin, TX 78750		Indeed.com/contact
LinkedIn	N	linkedin.com	Rob Cunningham	rcunningham@vermontpbs.org

				org 802-655-2458
Vermont Association of Broadcasters	N	4 Carmichael Street, 111-106 Essex Jct, VT 05452	Wendy Mays	802-233-0296 vab@vab.org
PBS Mailing List	Y	List of individuals who expressed interest in employment with Vermont PBS	Rob Cunningham	rcunningham@vermontpbs.org 802-655-2458

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

Job Title of Position: Manager of Education Engagement

Date of Hire: 09/07/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/On-Air/Social Network	N	365 Troy Ave. Colchester, VT	vpr.org	llarivee@vpr.org
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Rob Cunningham	rcunningham@vermontpbs.org 802-655-2458
College Central Network Inc.	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	Collegcentral.com	Fax: 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 Website	joinhandshake.com	Website Support
SevenDays VT (Weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com

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Job Title of Position: PBS Production/Director

Date of Hire: 09/13/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Rob Cunningham	rcunningham@vermontpbs.org 802-655-2458
Corporation of Public Broadcasting	N	401 9 th Street, NW, Washington, DC 20004	cpb.org	202-879-9600
Craigslist	N	vermont.craigslist.org	Rob Cunningham	rcunningham@vermontpbs.org 802-655-2458
Indeed	N	Indeed.com	Rob Cunningham	rcunningham@vermontpbs.org 802-655-2458
SevenDays VT (Weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
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