Grantee Information

<table>
<thead>
<tr>
<th>ID</th>
<th>1642</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grantee Name</td>
<td>WVPS-FM</td>
</tr>
<tr>
<td>City</td>
<td>Colchester</td>
</tr>
<tr>
<td>State</td>
<td>VT</td>
</tr>
<tr>
<td>Licensee Type</td>
<td>Community</td>
</tr>
</tbody>
</table>

1.1 Employment of Full-Time Radio Employees

Please enter the number of FULL-TIME RADIO employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

### Major Job Category / Job Code / Joint Employee

<table>
<thead>
<tr>
<th>Major Job Category / Job Code / Joint Employee</th>
<th>African American Females</th>
<th>Hispanic Females</th>
<th>Native American Females</th>
<th>Asian/Pacific Females</th>
<th>White, Non-Hispanic Females</th>
<th>More Than One Race Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officials - 1000</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td>3</td>
</tr>
<tr>
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<td></td>
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<td></td>
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<td>Professionals - 3000</td>
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<td></td>
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<td></td>
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<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Sales Workers - 4500</td>
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<td></td>
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<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Office and Clerical - 5100</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Craftspersons (Skilled) - 5200</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Operatives (Semi-Skilled) - 5300</td>
<td></td>
<td></td>
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<td></td>
<td>0</td>
</tr>
<tr>
<td>Laborers (Unskilled) - 5400</td>
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<td></td>
<td></td>
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<td><strong>Total</strong></td>
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</tr>
</tbody>
</table>

### Major Job Category / Job Code / Joint Employee (Male)

<table>
<thead>
<tr>
<th>Major Job Category / Job Code / Joint Employee</th>
<th>African American Males</th>
<th>Hispanic Males</th>
<th>Native American Males</th>
<th>Asian/Pacific Males</th>
<th>White, Non-Hispanic Males</th>
<th>More Than One Race Males</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officials - 1000</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>4</td>
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<tr>
<td>Managers - 2000</td>
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<td></td>
<td>13</td>
</tr>
<tr>
<td>Technicians - 4000</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Sales Workers - 4500</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Office and Clerical - 5100</td>
<td>0</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Craftspersons (Skilled) - 5200</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Operatives (Semi-Skilled) - 5300</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Laborers (Unskilled) - 5400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Service Workers - 5500</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
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<tr>
<td><strong>Total</strong></td>
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<td><strong>22</strong></td>
<td><strong>0</strong></td>
<td><strong>26</strong></td>
</tr>
</tbody>
</table>
1.1 Employment of Full-Time Radio Employees

Please enter the gender and ethnicity of each person with disabilities listed above (e.g., 1 African American female).

None

1.2 Major Programming Decision Makers

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.2 Major Programming Decision Makers

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

<table>
<thead>
<tr>
<th>African American</th>
<th>Hispanic</th>
<th>Native American</th>
<th>Asian/Pacific</th>
<th>White, Non-Hispanic</th>
<th>More Than One Race</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total: 2

1.3 Employment of Part-Time Radio Employees

Please enter the number of PART-TIME employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Radio Employees

<table>
<thead>
<tr>
<th>Major Job Category / Job Code</th>
<th>African American Females</th>
<th>Hispanic Females</th>
<th>Native American Females</th>
<th>Asian/Pacific Females</th>
<th>White, Non-Hispanic Females</th>
<th>More Than One Race Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officials - 1000</td>
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<td></td>
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<td></td>
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<tr>
<td>Managers - 2000</td>
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<td></td>
<td>8</td>
</tr>
<tr>
<td>Professionals - 3000</td>
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<td></td>
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<td></td>
<td></td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Technicians - 4000</td>
<td></td>
<td></td>
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<td></td>
<td>8</td>
</tr>
<tr>
<td>Sales Workers - 4500</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>8</td>
</tr>
<tr>
<td>Office and Clerical - 5100</td>
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<td></td>
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</tr>
<tr>
<td>Major Job Category / Job Code</td>
<td>African American Males</td>
<td>Hispanic Males</td>
<td>Native American Males</td>
<td>Asian/Pacific Islanders</td>
<td>White, Non-Hispanic Males</td>
<td>More Than One Race Males</td>
<td>Total</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>------------------------</td>
<td>----------------</td>
<td>-----------------------</td>
<td>------------------------</td>
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</tr>
<tr>
<td>Officials - 1000</td>
<td></td>
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<tr>
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<td>0</td>
</tr>
<tr>
<td>Professionals - 3000</td>
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<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Technicians - 4000</td>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td>1</td>
</tr>
<tr>
<td>Sales Workers - 4500</td>
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<td></td>
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</tr>
<tr>
<td>Office and Clerical - 5100</td>
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<td></td>
<td>0</td>
</tr>
<tr>
<td>Craftspersons (Skilled) - 5200</td>
<td></td>
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<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Operatives (Semi-skilled) - 5300</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Laborers (Unskilled) - 5400</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Service Workers - 5500</td>
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<td></td>
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<td></td>
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<tr>
<td><strong>Total</strong></td>
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<td>0</td>
<td>0</td>
<td>4</td>
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<td>5</td>
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</tbody>
</table>

### 1.3 Employment of Part-Time Radio Employees

#### Persons with Disabilities

- Officials - 1000
- Managers - 2000
- Professionals - 3000
- Technicians - 4000
- Sales Workers - 4500
- Office and Clerical - 5100
- Craftspersons (Skilled) - 5200
- Operatives (Semi-skilled) - 5300
- Laborers (Unskilled) - 5400
- Service Workers - 5500

Total: 0

### 1.4 Part-Time Employment

- Number working less than 15 hours per week: 6
- Number working 15 or more hours per week: 3

### 1.5 Full-Time Hiring

- Enter the number of full-time employees in each category hired during the fiscal year.
  (Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)
No full-time employees were hired (check here if applicable)   

### 1.5 Full-Time Hiring

<table>
<thead>
<tr>
<th>Major Job Category / Job Code</th>
<th>Minority Female</th>
<th>Non-Minority Female</th>
<th>Minority Male</th>
<th>Non-Minority Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officials - 1000</td>
<td></td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Managers - 2000</td>
<td></td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Professionals - 3000</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>5</td>
</tr>
<tr>
<td>Technicians - 4000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Sales Workers - 4500</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Office / Service Workers - 5100-5500</td>
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<tr>
<td><strong>Total</strong></td>
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<td>2</td>
<td>2</td>
<td>2</td>
<td>7</td>
</tr>
</tbody>
</table>

### 1.6 Full-Time and Part-Time Job Openings

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

#### 1.6 Full-Time and Part-Time Job Openings

- Number of full-time and part-time job openings: 17

### 1.7 Hiring Contractors

During the fiscal year, did you hire independent contractors to provide any of the following services?

#### 1.7 Hiring Contractors

- Underwriting solicitation related activities
- Direct Mail
- Telemarketing
- Other development activities
- Legal services
- Human Resource services
- Accounting/Payroll
- Computer operations
- Website design
- Website content
- Broadcasting engineering
- Engineering
- Program director activities
- None of the above

Check all that apply

### Comments

- Myra
- Sarah, Chrystie, Fran
- Angela, Brittany, Brynn, Francesca, Karl, Laurie, Leanne, Lesli, Lydia, Michelle O, Vic
- Abagael, Anna VD, Elodie, Helen, Jane, Lexi, Betty, Mary E, Melody, Mikaela, Sarah M
- Kira, Liz, Karen A
- Aja, Gail, Jenn, Haley
- Marlon, Connor C
Bryant
Noah
Scott, Brendan, Joe, Rob
Mark
Bob, Connor, Henry, Howard, Jake, James, Josh, Kevin, Liam, Marlon, Matt S, Mitch, Pete H, Walter, Zac
Frank, Peter E, Todd
Ryan C
Kari, Sarah
Scorr
Linda, Lynne, Mary Carol, Nina
Ray
Aaron, Joel, Robert R
Brian M.
Aaron, Joel, Ray, Robert R, Linda, Lynne
Brian M, Mary Carol, Nina
Myra
Fran
Brittany
Connor, Marlon
Josh, Zac
Interns (3), Temp (3), Dev Serv Coord (2), VP People, Host VE (2), Eng Producer (2), News Fellow, News Editor, Reporter (2).
Alison Conant - merger consultant; Kathryn Jensen - merger consulting
Multiple (merger & compliances)
Maureen Wailbecoff - consulting on new Development software
Deep Dish creative - web illness & banners
Shanta Lee Gander - photo essay