

2013 ANNUAL EEO PUBLIC FILE REPORT

VERMONT PUBLIC RADIO

Stations:	WVPS(FM-NCE), Burlington, VT WBTV-FM(NCE), Bennington, VT WVPR(FM-NCE), Windsor, VT WRVT(FM-NCE), Rutland, VT WVPA(FM-NCE), St. Johnsbury, VT WNCH(FM-NCE), Norwich, VT WVTQ(FM-NCE), Sunderland, VT WOXR(FM-NCE), Schulyer Falls, NY WVTI(FM-NCE), Brighton, VT WOXM(FM-NCE), Middlebury, VT WVNK(FM-NCE), Manchester, VT WVXR (FM-NCE), Randolph, VT WVBA (FM-NCE), Brattleboro, VT
Reporting Period:	November 21, 2012 – November 20, 2013
No. of Full-time Employees:	More than 10
Small Market Exemption:	Yes

During the Reporting Period, a total of **6 full time positions** were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the chart that follows.

INITIATIVES

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

Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.

- Sponsor and participant in the 2013 TECH Jam (Burlington, VT) showcasing innovative local companies through networking, exhibits and demos as well as panel discussion on how to prepare for tech-related careers on Oct. 18 & 19, 2013. The President & CEO, Director of Corporate Support, VP of Development & Marketing, Web Developer, Coordinator of Community Engagement and the Marketing and Communication Coordinator attended.

Established an internship program designed to assist members of the community to acquire skills needed

- Provided an internship to a college student working as a production assistant on the *Vermont Edition* daily news and information show. Internship was for 3 months.

for broadcast employment.

Provided assistance to unaffiliated non-profit entities in maintaining web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.

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

Supervision was provided by the program’s producers.

- Director of Digital Services spoke about the value of web stats at the Burlington Web Analytics Group (Burlington, VT) on Feb. 27, 2013 which included students from Champlain College.
- Director of Digital Services spoke with students from U32 High School (Montpelier, VT) on how social media has changed the way news is collected and produced on Feb. 18, 2013.
- News Director provided a tour and presentation to two journalism and writing classes from University of Vermont (Colchester, VT) on Apr. 18 & 23, 2013.
- Upper Valley News Reporter participated in a panel discussion at Dartmouth Hitchcock Medical Center (Dartmouth, NH), which is an academic medical center, on “What’s next in Health Care – And How Do We Talk About It?” on Oct. 10, 2013.
- Senior Political Reporter spoke to a class at the Snelling Leadership Institute (Montpelier, VT) on the role of media in shaping public policy on Feb. 4, 2013.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
4/15/2013	Web Developer	Seven Days Newspaper
8/5/2013	Digital Reporter	Staff Referral
09/13/2013	Digital Producer	Staff Referral
9/30/2013	News Director	Internal Applicant
10/25/2013	Weekend Producer/Reporter	Internal Applicant
10/28/2013	Dir. of Technology & Engineering	Staff Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 27

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
JobsInVt.com	1
VPR Web site (www.vpr.net)	10
VPR Social Media (Twitter & Facebook)	
Seven Days Newspaper and website	5
Alliance for Women in Media	
NPR/CPB	
Internal Staff Referral	8
VPR OnAir promo	
Burlington Free Press/Career Builder	
PRNDI (Public Radio News Directors, Inc.	
Public Radio ListServe	2
CURRENT	1
Careerbuilders.com	
Association of Fundraising Professionals – Northern New England Chapter	
HERO2Hired.jobs	

RECRUITING SOURCES USED

Job Title of Position: **Web Developer** Date of Hire: **4/15/13**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site www.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Laurie Kigonya	802-654-4322 careers@vpr.net
Valley News	N	PO Box 877 White River Jct, VT 05001		603-298-8711
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.		(202)879-9600; jobline@cpb.org
Seven Days Newspaper & Website	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	802-865-1020
Hero 2 Hired Jobs	N	4800 Mark Center Dr Suite 03E25 Alexandria, VT 22350	Tom Bullock www.h2h.jobs	571-372-0709 Tom.bullock@osd.mil
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
VPR Facebook Page	N	365 Troy Ave Colchester, VT 05446	Jonathan Butler	802-654-4322

* 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: **Digital Reporter**

Date of Hire: **8/05/13**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current Newspaper	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	menla@current.org	(301) 270-7240 ext 36
VPR Web site www.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Laurie Kigonya	802-654-4322 careers@vpr.net
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
The Times Argus/Rutland Herald Newspaper	N	47 N. Main Street, Barre, VT 05641		802-479-0191
Seven Days Newspaper	N	255 South Champlain St, Burlington, VT 05401	Michelle Brown	(802)865-1020
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	VPR On Air Promos	www.jobsinvt.com

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RECRUITING SOURCES USED

Job Title of Position: **Digital Producer**

Date of Hire: **09/13/13**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site www.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Laurie Kigonya	802-654-4322 careers@vpr.net
Current Newspaper	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	menla@current.org	(301) 270-7240 ext 36
Seven Days Newspaper	N	255 South Champlain St, Burlington, VT 05401	Michelle Brown	(802)865-1020
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
The Times Argus/Rutland Herald Newspaper	N	47 N. Main Street, Barre, VT 05641		802-479-0191

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RECRUITING SOURCES USED

Job Title of Position: **News Director** Date of Hire: **09/30/13**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Social Media	N	Twitter	Jonathan Butler	802-654-4322
Current Newspaper	N	6930 Carroll Ave Suite 350 Takoma Park, MD 20912	Menla@current.org	301-270-7240 ext 36
Newslink at MPR	N	Minnesota Public Radio		newslink@mpr.org
Publicradio Listserv	N			pubradio@lists.pubradio.org
VPR Website	N	365 Troy Ave Colchester, VT 05446	Jonathan Butler www.vpr.net	802-654-4322 careers@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	802-865-1020
NPR/CPB	N	401 Ninth St., NW Washington, DC	jobline@cpb.org	202-879-9600 jobline@cpb.org
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
Times Argus/Rutland Herald Newspaper	N	47 N. Main Street, Barre, VT 05641		802-479-0191
Poynter Career Center	N			Jobs.editorandpublisher.com

* 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: **Weekend Producer/Reporter** Date of Hire: **10/25/13**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site www.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Laurie Kigonya	802-654-4322 careers@vpr.net
Seven Days Newspaper	N	255 South Champlain St, Burlington, VT 05401	Michelle Brown	(802)865-1020

• 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: **Dir. Of Technology & Engineering** Date of Hire: **10/28/13**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site www.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Laurie Kigonya	802-654-4322 careers@vpr.net
Hero 2 Hired Jobs	N	4800 Mark Center Dr Suite 03E25 Alexandria, VT 22350	Tom Bullock www.h2h.jobs	571-372-0709 Tom.bullock@osd.mil

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