

2014 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, 2013 – November 20, 2014

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

During the Reporting Period, a total of **8 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 2014 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. 24 & 25, 2014. The President & CEO, Director of Digital Services, 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.

Supervision was provided by the program’s producers. Internships are held in the Spring, Summer and Fall.

Participation in job banks, internet programs, and other programs designed to promote outreach generally.

- Upper Valley News Reporter spoke about journalism and news reporting at the 2nd Annual Career Day held at the Monihan Academic Center at the Lyndon Institute (Lyndon, VT) on Mar. 27, 2014 which included students from Champlain College.
- Upper Valley News Reporter and the Commentary Producer presented a “Making Radio: Behind the Scenes of Public Radio” at the Norwich Public Library (Norwich, VT) on Jan. 16, 2014.

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

- Digital Reporter spoke with students from the University of Vermont journalism class (Burlington, VT) about investigative journalism on Apr. 25, 2014.
- Commentary Producer provided a presentation to the students of “The Craft and Culture of Journalism” class at Dartmouth College (Hanover, NH) on radio reporting and commentary on Jan. 29, 2014.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- Deputy News Director and the Managing Producer of VPR Classical attended the five days of Management Excellence Seminar Series on Sept. 30, Oct. 1, 2, 8 & 9, 2014 at Champlain College (Burlington, VT).

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/04/2013	News Reporter – Capital Bureau	Staff Referral
5/22/2014	Managing Producer – VPR Classical	Internal Applicant
6/25/2014	Manager of Philanthropic Giving	Seven Days Newspaper/website
7/07/2014	IT Specialist	Seven Days Newspaper/website
7/21/2014	Staff Accountant	Linked In Email
11/10/2014	Host/Reporter - ATC	CPB/NPR Jobline

11/10/2014	Digital Producer	VPR Website
11/17/2014	Development Associate - Campaign	Seven Days Newspaper/website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 40

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
JobsInVt.com	1
VPR Web site (www.vpr.net)	8
VPR Social Media (Twitter & Facebook)	
Seven Days Newspaper and website	10
Alliance for Women in Media	
NPR/CPB	1
Internal Staff Referral	4
VPR OnAir promo	
Burlington Free Press/Career Builder	
PRNDI (Public Radio News Directors, Inc.	
Public Radio ListServe	2
CURRENT	
Careerbuilders.com	
Association of Fundraising Professionals – Northern New England Chapter	1
HERO2Hired.jobs	

RECRUITING SOURCES USED

Job Title of Position: **News Reporter – Capital Bureau** Date of Hire: **12/04/13**

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
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
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: **Managing Producer – VPR Classical**

Date of Hire: **5/22/14**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current	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
Hero 2 Hired	N	4800 Mark Center Dr Suite 03E25 Alexandria, VT 22350	Tom Bullock www.h2h.jobs	(571) 372-0709 Tom.bullock@osd.mil
Alliance for Women in Media	N	1760 Old Meadow Rd McLean, VA 22102	Yacine Sow AWM Career Center Careers.allwomeninmedia.org	system@jobcontrolcenter.com
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802) 654-4322

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RECRUITING SOURCES USED

Job Title of Position: **Manager of Philanthropic Giving**

Date of Hire: **06/25/14**

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
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802) 654-4322
Current	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
Association of Fundraising Professionals – Northern New England Chapter	N	1465 Woodbury Ave #827 Portsmouth, NH 03801	admin@afp-nne.org	(603) 319-4039
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202) 879-9600; jobline@cpb.org
Alliance For Women in Media	N	1760 Old Meadow Rd McLean, VA 22102	Yacine Sow AWM Career Center Careers.allwomeninmedia.org	system@jobcontrolcenter.com
PRADO LISTSERV	N		prado@listserv.syr.edu	

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RECRUITING SOURCES USED

Job Title of Position: **IT Specialist**

Date of Hire: **07/07/14**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802) 654-4322
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
Hero 2 Hired	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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RECRUITING SOURCES USED

Job Title of Position: **Staff Accountant**

Date of Hire: **7/21/14**

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
Hero 2 Hired	N	4800 Mark Center Dr Suite 03E25 Alexandria, VT 22350	Tom Bullock www.h2h.jobs	(571) 372-0709 Tom.bullock@osd.mil
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802)654-4322
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.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: **Host/Reporter - ATC**

Date of Hire: **11/10/14**

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
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802)654-4322

NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
Public Radio Newslink Digest	N	Minnesota Public Radio	Euan Kerr newslink@listserve.mpr.org	(651) 290-1491 Ekerr@mpr.org
Pubradio listserve	N		pubradio@lists.pubradio.org	www.pubradio.org
Current	N	6930 Carroll Ave Suite 350 Takoma Park, MD 20912	Menla@current.org	(301) 270-7240 ext 36
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
Alliance For Women in Media	N	1760 Old Meadow Rd McLean, VA 22102	Yacine Sow AWM Career Center Careers.allwomeninmedia.org	system@jobcontrolcenter.com
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RECRUITING SOURCES USED

Job Title of Position: **Digital Producer** Date of Hire: **11/10/14**

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
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802)654-4322
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
Alliance For Women in Media	N	1760 Old Meadow Rd McLean, VA 22102	Yacine Sow AWM Career Center Careers.allwomeninmedia.org	system@jobcontrolcenter.com
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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RECRUITING SOURCES USED

Job Title of Position: **Development Associate - Campaign**

Date of Hire: **11/17/14**

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
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802)654-4322
Association of Fundraising Professionals	N	1465 Woodbury Ave Portsmouth, NH 03801	admin@afp-nne.org	(603) 319-4039 admin@afp-nne.org
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
Seven Days Newspaper	N	255 South Champlain St, Burlington, VT 05401	Michelle Brown	(802)865-1020
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