

2015 ANNUAL EEO PUBLIC FILE REPORT

VERMONT PUBLIC RADIO

Stations: WVPS(FM-NCE), Burlington, VT
 WBTN-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, 2014 – November 20, 2015

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):

<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	<ul style="list-style-type: none"> • Sponsor and participant in the 2015 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. 23 & 24, 2015. The President & CEO, Director of Digital Services, VP of Development & Marketing, Web Developer, Coordinator of Community Engagement and the Marketing and Communication Manager attended.
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<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	<ul style="list-style-type: none"> • Provided an internship to a college student working as a production assistant on the <i>Vermont Edition</i> daily news and information show. Internship was for 3 months. Supervision was provided by the program’s producers. Internships are held in the Spring, Summer and Fall.
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<i>Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	<ul style="list-style-type: none"> • Human Resource Supervisor and Jazz Host participated in Spring Career Fair held at Green Mountain College (Poultney, VT) on Mar. 24, 2015. • Human Resource Supervisor and Director of Operations participated in Vermont Veterans Day Career Fair in South Burlington, VT on November 6, 2014.
<i>Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</i>	<ul style="list-style-type: none"> • Upper Valley News Reporter was a speaker at the Lyndon State Media and Social Justice Panel at Lyndon State College (Lyndonville, VT) about covering crime as an ongoing social justice story and the challenges that provides for media institutions in today's world, on March 17, 2015. • Weekend Reporter/Producer provided a presentation to the students of "Media Studies" class at Champlain College (Burlington, VT) on public radio reporting on Feb. 9, 2015.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
2/23/15	Audience Services Associate	VPR.Net & Staff Referral
2/7/15	Vermont Edition Producer	Staff Referral
5/14/15	Producer/Announcer	Staff Referral
4/6/15	Web Developer	Twitter
5/8/15	Morning Edition Producer/Reporter	Current
8/12/15	Studio Engineer	Staff Referral
9/3/15	Digital Producer	Staff Referral
10/31/15	HR Leader (18-24 month position)	VPR.net & external referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
JobsInVt.com	11
VPR Web site (www.vpr.net)	14
VPR Social Media (Twitter & Facebook)	5

VPR Web site (www.vpr.net)	14
VPR Social Media (Twitter & Facebook)	5
Seven Days Newspaper and website	5
Alliance for Women in Media	
NPR/CPB	2
Internal Staff Referral	16
VPR OnAir promo	
Burlington Free Press/Career Builder	
PRNDI (Public Radio News Directors, Inc.	
Public Radio ListServe	
CURRENT	2
Careerbuilders.com	
Association of Fundraising Professionals – Northern New England Chapter	
HERO2Hired.jobs	

RECRUITING SOURCES USED

Job Title of Position: **Audience Services Associate**

Date of Hire: **2/23/15**

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: **Vermont Edition Producer**

Date of Hire: **2/7/15**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Seven Days Newspaper & Website	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020
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
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com

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RECRUITING SOURCES USED

Job Title of Position: **Producer/Announcer**

Date of Hire: **05/14/15**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

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	www.jobs.current.org
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
University of Vermont Career Center	N			www.uvm- csm.symplicity.com
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
Saint Michael's College Career Center	N			www.smcvt- csm.symplicity.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: **Web Developer**

Date of Hire: **04/06/15**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
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
Community College of Vermont Career Center	N			www.ccv.experience.com
Johnson State College Job Center	N			www.jscjobbank.wordpress.com
State of Vermont Job Link	N			www.vermontjoblink.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: **Morning Edition Producer/Reporter**

Date of Hire: **5/8/15**

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
Native American Journalist Assoc.	N		Rebecca Landsberry rebeccalandsberry@naja.com	www.naja.com
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
Current	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912		www.jobs.current.org
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802)654-4322
JobsInVt.com	N	PO Box 604	Elise Brisson	www.jobsinvt.com

JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
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• 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: **Studio Engineer** Date of Hire: **8/12/2015**

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
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

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RECRUITING SOURCES USED

Job Title of Position: **Digital Producer** Date of Hire: **9/3/15**

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
St. Michael’s College Career Services	N	One Winooski Park Box 7 Colchester, VT 05446		Smcvt-csm.symplicity.com
Champlain College Career Services	N	Career Services 328 Maple St, Burlington VT 05401		Champlain-csm.symplicity.com
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202) 879-9600; jobline@cpb.org
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

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RECRUITING SOURCES USED

Job Title of Position: **HR Leader** Date of Hire: **10/31/15**

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
JobsInVt.com	N	PO Box 604	Elise Brisson	www.jobsinvt.com

VPR Web site www.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Laune Rigonya	(802) 654-4322 careers@vpr.net
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Elise Brisson	www.jobsinvt.com
VPR Social Media	N	Twitter & Facebook	Jonathan Butler	(802)654-4322
Alliance For Women in Media	N	1760 Old Meadow Rd McLean, VA 22102	Yacine Sow AWM Career Center Careers.allwomeninmedia. org	system@jobcontrolcenter.com
Current	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912		www.jobs.current.org
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202) 879-9600; jobline@cpb.org

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