

2016 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, 2015 – November 20, 2016

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

During the Reporting Period, a total of **7 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 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. 21 & 22, 2016**. The President & CEO, Director of Digital Services, VP of Development & Marketing, Web Developer, Coordinator of Community Engagement and the Marketing and Communication Manager attended.

Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

- 3 internships to 2 college students working as a Production Assistant on the “Vermont Edition” daily news and information show:
 - Spring internship for 3 months.
 - Summer internship for 7 weeks.
 - 2 day Internship during the Fall presidential election.

Supervision was provided by the *Vermont Edition Executive Producer*.

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

- 1/28/2016, *Digital Editor for News* was a guest speaker via Skype to a 20 student class of Middlebury College. The theme was "Adventure Writing and Digital Storytelling".
- 2/9/2016, Weekend Reporter/Producer, VPR *Digital Editor for News* provided a presentation on public radio reporting to the students of “Media Studies” class at the Champlain College, Burlington, VT.
- 3/10/16, Women’s History Month, VPR *Vermont Edition Host* was a guest speaker in the “Women in Media” event at the St. Joseph College, Rutland Vermont.
- 11/5/2016, “Young Writers Project”, VPR *Friday Night Jazz Host* was the workshop leader to High School students of the of the VT College of Fine Arts, Montpelier.
- 11/5/2016, Summit-Vermont’s Creative Sector, VPR *President/CEO* was a panel participant at the College of Fine Arts, Montpelier. The topic was networking and strategizing.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
04/18/2016	Upper Valley News Reporter	VPR on-air
05/02/2016	Corporate Support Associate	VPR Website
05/31/2016	Digital Producer	SevenDays.com
06/06/2016	New England News Collaborative Reporter	Internal Candidate
9/1/2016	Morning Edition News Producer	Internal Candidate
11/7/2016	Producer Announcer	Internal Candidate
11/14/2016	Director of Individual Giving	CommonGoodVT.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

Recruitment Sources Used	Number of Persons Interviewed that the Source Referred
VPR On-Air promo	4
VPR Web site (www.vpr.net)	11
VPR Social Media (Twitter & Facebook)	
VPR Internal Staff Referral	14
Seven Days Newspaper	4
Seven Days.com Website & Twitter	1
Alliance for Women in Media.org	
Asian American Journalists Association, AAJA.org	
Common Good Vermont, commongoodvt.org	1
Corporation for Public Broadcasting, CPB.org	2
Craigslist.com	
Current.org + Diversity & Veterans Packet	1
Jobsinvt.com	1
Johnson State College	
Journalismnext.com	
National Association of Black Journalist, NABJcareers.org	
Native American Journalists Association, NAJA.com	
Norwich College	
Poynter.org	
Public Media Women in Leadership Facebook	
Public Radio Association of Development Officers, PRADOweb.org	
St. Michael's College	
The University of Vermont	
Valley News	
The University of Vermont	
Unknown	21

RECRUITING SOURCES USED

Job Title of Position: **Upper Valley News Reporter** Date of Hire: **04/18/2016**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Website www.vpr.net & Social Media	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR On-Air		365 Troy Avenue Colchester, VT 05446	Franny Bastian	(802) 654-4346 fbastian@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
Seven Days Website & Twitter	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Current.org	N	6930 Carroll Ave, Ste 350 Takoma Park, MD 20912	Kevin Donahue	Kevin@kfdmedia.com 443-562-7171-cell
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Jill Gunn	802-864-6154 jgunn@jobsintheus.com
Corporation of Public Broadcasting	N	401 Ninth St., NW, Washington, D.C.	Website	(202) 879-9600; jobline@cpb.org
Public Media Women in Leadership	N	Facebook	Robin Turnau	(802)654-4312 rturnau@vpr.net
Valley News Classified	N	24 Interchange Drive, West Lebanon, NH 03784	Website	vnews.com
Norwich University Careers	N	158 Harmon Drive, Northfield, VT 05663	Website	norwich-csm.simplicity.com
Johnson State College Job Center	N	337 College Hill, Johnson, VT 05656	Beth Walsh	bethwalsh@jsc.edu
Native American Journalist Association	N	395 w. Lindsey St, Norman, OK 73019	Rebecca Landsberry	rebeccalandsberry@naja.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: **Corporate Support Associate** Date of Hire: **05/02/2016**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR On-Air		365 Troy Avenue Colchester, VT 05446	Franny Bastian	(802) 654-4346 fbastian@vpr.net
VPR Website www.vpr.net & Social Media	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal email to all employees	N	365 Troy Avenue Colchester, VT 05446	Beth Peters	(802) 654-4378 careers@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Seven Days Website & Twitter	N	sevendaysvt.com & Twitter	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Common Good Vermont	N	294 North Winooski Avenue Burlington VT 05401	Website	commongoodvt.org
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Jill Gunn	802-864-6154 jgunn@jobsintheus.com
PRADO-Public Radio Association of Development Officers	N	Pradoweb.org	Website	Pradoweb.org

* 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 Producer**

Date of Hire: 05/31/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR On-Air		365 Troy Avenue Colchester, VT 05446	Franny Bastian	(802) 654-4346 fbastian@vpr.net
VPR Website www.vpr.net & Social Media	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal email to all employees	N	365 Troy Avenue Colchester, VT 05446	Beth Peters	(802) 654-4378 careers@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Seven Days Website & Twitter	N	sevendaysvt.com & Twitter	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Alliance For Women in Media	N	Allwomeninmedia.org	Website	202-750-3664 AWM Career Center
Asian American Journalists Association	N	AAJA.org	Website	
Current.org	N	6930 Carroll Ave, Ste 350 Takoma Park, MD 20912	Kevin Donahue	Kevin@kfdmedia.com 443-562-7171 -cell
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Jill Gunn	802-864-6154 jgunn@jobsintheus.com
Journalismnext.com	N	journalismnext.com	Website	
National Association of Black Journalist	N	8800 Lakewood Dr #117 Windsor, CA 95492	Website	nabjcareers.org
Vermont Association of Broadcasters	N	VAB.org	Website	

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: **New England News Collaborative Reporter** Date of Hire: 6/6/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR On-Air	N	365 Troy Avenue Colchester, VT 05446	Franny Bastian	(802) 654-4346 fbastian@vpr.net
VPR Website www.vpr.net & Social Media	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal email to all employees	N	365 Troy Avenue Colchester, VT 05446	Beth Peters	(802) 654-4378 careers@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020 michelle@sevendaysVT.com
Seven Days Website & Twitter	N	sevendaysvt.com & Twitter	Michelle Brown	(802) 865-1020 michelle@sevendaysVT.com
Alliance For Women in Media	N	Allwomeninmedia.org	Website	202-750-3664 AWM Career Center
Corporation of Public Broadcasting	N	401 Ninth St., NW, Washington, D.C.	Website	(202) 879-9600; jobline@cpb.org
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Jill Gunn	802-864-6154 jgunn@jobsintheus.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 News Producer**

Date of Hire: 9/1/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR On-Air		365 Troy Avenue Colchester, VT 05446	Franny Bastian	(802) 654-4346 fbastian@vpr.net
VPR Website www.vpr.net & Social Media	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal email to all employees	N	365 Troy Avenue Colchester, VT 05446	John Dillon	(802) 654-4368 jdillon@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Seven Days Website & Twitter	N	sevendaysvt.com & Twitter	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Alliance For Women in Media	N	Allwomeninmedia.org	Website	202-750-3664 AWM Career Center
Corporation of Public Broadcasting	N	401 Ninth St., NW, Washington, D.C.	Website	(202) 879-9600; jobline@cpb.org
Current.org	N	6930 Carroll Ave, Ste 350 Takoma Park, MD 20912	Kevin Donahue	Kevin@kfdmedia.com 443-562-7171 -cell
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Jill Gunn	802-864-6154 jgunn@jobsintheus.com
Journalismnext.com	N	journalismnext.com	Website	
Poynter.org	N	Pointer.org	Website	
Public Media Women in Leadership	N	Facebook	Robin Turnau	(802)654-4312 rturnau@vpr.net

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: **Producer Announcer**

Date of Hire: 11/7/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR On-Air		365 Troy Avenue Colchester, VT 05446	Franny Bastian	(802) 654-4346 fbastian@vpr.net
VPR Website www.vpr.net & Social Media	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal email to all employees	N	365 Troy Avenue Colchester, VT 05446	Franny Bastian	(802) 654-4346 fbastian@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Seven Days Website & Twitter	N	sevendaysvt.com & Twitter	Michelle Brown	(802) 865-1020 michelle@sevendaysvt.com
Alliance For Women in Media	N	Allwomeninmedia.org	Website	202-750-3664 AWM Career Center
Craigslist	N	Craigslist.com	Website	
Current.org + the Diversity & Veterans Packet	N	6930 Carroll Ave, Ste 350 Takoma Park, MD 20912	Kevin Donahue	Kevin@kfdmedia.com 443-562-7171 -cell
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Jill Gunn	802-864-6154 jgunn@jobsintheus.com
St.Michael's College	N	Colchester, VT	Website	SMCVT- csm.simplicity.com
University of Vermont	N	Burlington, VT	Website	UVM-csm.simplicity.com
Vermont Association of Broadcasters	N	VAB.org	Website	

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: **Director of Individual Giving** Date of Hire: 11/14/2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Website www.vpr.net & Social Media	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal email to all employees	N	365 Troy Avenue Colchester, VT 05446	Brendan Kinney	(802) 654-4378 bkenney@vpr.net
Seven Days Newspaper	N	255 So. Champlain St Burlington, VT 05401	Michelle Brown	(802) 865-1020 michelle@sevendaysVT.com
Seven Days Website & Twitter	N	sevendaysvt.com & Twitter	Michelle Brown	(802) 865-1020 michelle@sevendaysVT.com
Common Good Vermont	N	294 North Winooski Avenue Burlington VT 05401	Website	commongoodvt.org
Current.org + the Diversity & Veterans Packet	N	6930 Carroll Ave, Ste 350 Takoma Park, MD 20912	Kevin Donahue	Kevin@kfdmedia.com 443-562-7171 -cell
JobsInVt.com	N	PO Box 604 Westbrook, ME 04098	Jill Gunn	802-864-6154 jgunn@jobsintheus.com
Public Radio Association of Development Officer	N	PRADOweb.org	Brendan Kinney	(802) 654-4378 bkenney@vpr.net

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