

2016 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, 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 | 6 |
| VPR Web site (www.vpr.net) | 16 |
| VPR Social Media (Twitter & Facebook) | |
| VPR Internal Staff Referral | 15 |
| Seven Days Newspaper | 5 |
| Seven Days.com Website & Twitter | 2 |
| Alliance for Women in Media.org | |
| Asian American Journalists Association, AAJA.org | |
| Common Good Vermont, commongoodvt.org | 1 |
| Corporation for Public Broadcasting, CPB.org | 3 |
| Craigslist.com | |
| Current.org + Diversity & Veterans Packet | 1 |
| Jobsinv.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 | |
| The University of Vermont | |
| Valley News | |
| The University of Vermont | |
| Unknown/friend | 10 |

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 |
| 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 |

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 |
| 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 |

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