

2017 ANNUAL EEO PUBLIC FILE REPORT

VERMONT PUBLIC RADIO

Stations: WBTV-FM(NCE), Bennington, VT
WNCH(FM-NCE), Norwich, VT
WOXM(FM-NCE), Middlebury, VT
WOXR(FM-NCE), Schulyer Falls, NY
WRVT(FM-NCE), Rutland, VT
WVBA (FM-NCE), Brattleboro, VT
WVNK(FM-NCE), Manchester, VT
WVPA(FM-NCE), St. Johnsbury, VT
WVPR(FM-NCE), Windsor, VT
WVPS(FM-NCE), Burlington, VT
WVTI (FM-NCE), Brighton, VT
WVTQ(FM-NCE), Sunderland, VT
WVTX (FM-NCE), Colchester, VT
WVXM (FM-NCE), Middlebury, VT
WVXR (FM-NCE), Randolph, VT

Reporting Period: November 21, 2016 – November 20, 2017

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

During the Reporting Period, a total of **10 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):

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

- 3/14/17, 1 day internship during VPR pledge drive for a college student with the Audio Engineers.
- Oct-Nov 2017, 1 month VPR internship with a high-school student with the Production Engineer including interviews with the Human Resources and the Director of Programming.
- 8/11/17, a college student shadowed an interview with Managing Editor for Podcasts.

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

- 1-02-17, VPR Senior Reporter spoke at the Johnson State Political Science class.
- 04-03-17, VPR Senior Reporter spoke at the Community College of Vermont Writing and Journalism class.
- 5/4/2017, VPR Commentary Series Producer spoke to a group of 10 students of the Chris Wren's graduate writing seminar at Dartmouth about writing for radio and commentary production.
- 05/10/17, a class from the Burlington Tech Center came for a tour of VPR and a session with Erica Heilman, podcasters, talking about podcasting.
- 8/15/17, VPR Managing Editor Of Podcasts spoke at the Honors College Faculty seminar "Journalism in a Post-Fact Age" of the University of Vermont on **New Worlds of Non-Fiction Story Telling** (Op-docs to podcasts and beyond).
- 10/26/17, VPR Host gave a presentation for 9th and 10th graders at The Sharon Academy about beliefs and curiosity.
- 10/30/17, VPR Host was interviewed by a high school student at Springfield High School for his journalism course.
- 11/9/17 VPR Host gave a presentation and did a 2-hour Q&A with a UVM podcasting class.
- 11/20/17, VPR Senior Reporter spoke to a writing/journalism class at the Community College of Vermont at their Winooski campus. 20 students discussed about the state of the world of media today and how to avoid letting one's own biases influence a story.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

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- 9/29/2017, VPR Open House
- 10/25/2017, tour facility at VPR organized by VPR CEO & President, to members of the Vermont Women's Forum.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
01/09/2017	Audience Services Associate	Internship
01/11/2017	Facilities Assistant	Craigslist.org
1/23/2017	Broadcast Engineer/Transmission	Engineer Conference
05/08/2017	Host & Reporter for “All Things Considered”	CPB.org
08/10/2017	Managing Editor for “Vermont Edition”	Internal candidate
08/31/2017	Investigative Reporter	Friend/vpr.net
10/09/2017	Producer & Editor for “Vermont Edition”	Facebook friend
10/18/2017	Reporter for Southern Vermont	Internal candidate
10/18/2017	News Producer for “Morning Edition”	VPR.net
11/02/2017	Digital Services Specialist	Friend

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **65**

Recruitment Sources Used	Number of Persons Interviewed that the Source Referred
VPR On-Air promo	1
VPR Web site (www.vpr.net)	11
VPR Social Media (Twitter & Facebook)	6
VPR Internal Staff Referral	12
Seven Days Newspaper	4
Seven Days.com Website & Twitter	9
Alliance for Women in Media.org	
Asian American Journalists Association, AAJA.org	
Common Good Vermont, commongoodvt.org	
Corporation for Public Broadcasting, CPB.org	2
Craigslist.com with Disability Highlight	7
Current.org + Diversity & Veterans Packet	
Facebook/Public Media Women In Leadership Group	
HireVeterans.com	1
Indeed.com	1
Jobs2Careers.com	1
Jobsinv.com	
OneStop.Symplicity.com for Vermont Colleges	
Journalismjobs.com	1
Journalismnext.com	
Linkedin Group	1
National Association of Black Journalist, NABJcareers.org	
National Lesbian & Gay Journalism Association, NLGJA.org	
Public Radio Newslink Digest , Newslink@mpr.org	

Norwich College/OneStop.Symplicity.com	
Pupradio@lists.pubradio.org	
Public Media Women in Leadership Facebook	
Society of Broadcast Engineer, SBE.org	2
University of Vermont, UVM-CSM.Symplicity.com	
Vermont Association of Broadcaster, VAB.org	
Friend	6
Unknown	2

RECRUITING SOURCES USED

Job Title of Position: **Audience Services Associate** Date of Hire: **01/09/2017**

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
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	N	Current.org	Website	Website
JobsInVt.com	N	JobsInVt.com	Jill Gunn	802.864.6154 jgunn@jobsintheus.com
CommongoodVT.org	N	CommongoodVT.org	Website	Website
All Women in Media	N	Allwomeninmedia.org	Website	Website
University of Vermont	N	UVM- CSM.Symplicity.com	Website	Burlington, VT
Craigslist + Disability Highlight	N	Craigslist.org	Website	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: **Facilities Assistant** Date of Hire: **01/11/2017**

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
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
Craigslist	N	Craigslist.org	Website	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: **Broadcast Engineer/Transmission** Date of Hire: **01/23/2017**

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	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
Corporation of Public Broadcaster	N	CPB.org	Website	202.879.9600 jobline@cpb.org
Society of Broadcast Engineer	N	SBE.org	Ryan Kowitz	RyanKowitz@aol.com
Pubtech	N	Pubtech.org	Website	pubtech@lists.pubtech.org
Vermont Association of Broadcaster	N	VAB.org 500A Dalton Dr, Colchester, VT	Jim Condon	jamesoneillcondon@gmail. 802.655.5764
All Women in Media	N	Allwomeninmedia.org	Website	Website
Current + Veterans & Diversity packet	N	Current.org	Website	Website
JobsInVt.com	N	JobsInVt.com	Jill Gunn	802.-864.6154 jgunn@jobsintheus.com
Craigslist	N	Craigslist.org	Website	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: **Host & Reporter for "All Things Considered"** Date of Hire: **05/08/2017**

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	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
Public Media Women in Leadership	N	Facebook Group	Robin Turnau	802.654.4312 Rturnau@vpr.net

Corporation of Public Broadcasting	N	CPB.org	Website	202.879.9600 jobline@cpb.org
JobsInVt.com	N	JobsInVt.com	Jill Gunn	802.-864.6154 jgunn@jobsintheus.com
Current + Veterans & Diversity packet	N	Current.org	Website	Website
Journalism Next	N	Journalismnext.com	Website	Website
Journalism Jobs	N	Journalismjobs.com	Website	Website
Craigslist	N	Craigslist.org	Website	Website
All Women in Media	N	Allwomeninmedia.org	Website	Website
National Association of Black Journalist	N	NABJcareers.org	Website	Website
National Lesbian & Gay Journalism Association	N	NLGJA.org	Website	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: **Managing Editor for "Vermont Edition"** Date of Hire: **08/10/2017**

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
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
Public Media Women in Leadership	N	Facebook Group	Robin Turnau	802.654.4312 Rturnau@vpr.net
Corporation of Public Broadcasting	N	CPB.org	Website	202.879.9600 jobline@cpb.org
All Women in Media	N	Allwomeninmedia.org	Website	Website
Journalism Jobs	N	Journalismjobs.com	Website	Website
Journalism Next	N	Journalismnext.com	Website	Website
Current + Veterans & Diversity packet	N	Current.org	Website	Website
Craigslist	N	Craigslist.org	Website	Website
Hire Veterans	N	Hireveterans.com	Website	Website
Asian American Journalists Association	N	AAJA.org	Website	Website
Public Radio Newslink Digest	N	newslink@listserve.mpr.com	Website	802.654.4347 jvanhoesen@vpr.net
Pubradio	N	pubradio@lists.pubradio.org	John Van Hoesen	802.654.4347 jvanhoesen@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: **Investigative Reporter** Date of Hire: **08/31/2017**

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
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
Public Media Women in Leadership	N	Facebook Group	Robin Turnau	802.654.4312 Rturnau@vpr.net
Corporation of Public Broadcasting	N	CPB.org	Website	202.879.9600 jobline@cpb.org
All Women in Media	N	Allwomeninmedia.org	Website	Website
Journalism Jobs	N	Journalismjobs.com	Website	Website
Journalism Next	N	Journalismnext.com	Website	Website
Current + Veterans & Diversity packet	N	Current.org	Website	Website
Craigslist	N	Craigslist.org	Website	Website
Hire Veterans	N	Hireveterans.com	Website	Website
National Association of Black Journalist	N	NABJcareers.org	Website	Website
Public Radio Newslink Digest	N	newslink@listserve.mpr.com	Website	802.654.4347 jvanhoesen@vpr.net
Pubradio	N	pubradio@lists.pubradio.org	John Van Hoesen	802.654.4347 jvanhoesen@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 & Editor for "Vermont Edition"** Date of Hire: **10/09/2017**

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
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
Corporation of Public Broadcasting	N	CPB.org	Website	202.879.9600 jobline@cpb.org
Current + Veterans & Diversity packet	N	Current.org	Website	Website

Craigslist	N	Craigslist.org	Website	Website
National Association of Black Journalist	N	NABJcareers.org	Website	Website
National Lesbian & Gay Journalism Association	N	NLGJA.org	Website	Website
Vermont Association of Broadcaster	N	VAB.org 500A Dalton Dr, Colchester, VT	Jim Condon	jamesoneillcondon@gmail. 802.655.5764
Journalism Next	N	Journalismnext.com	Website	Website
Colchester Community College		Onestop.symplicity.com	Website	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: **News Producer for "Morning Edition"** Date of Hire: **10/18/2017**

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
Jobs2Careers	N	Jobs2Careers.com	Website	Website
Craigslist + Disability Highlight	N	Craigslist.org	Website	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: **Digital Services Associate** Date of Hire: **11/02/2017**

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
Community College of VT		OneStop.Symplicity.com	Website	Website
Craigslist + Disability Highlight	N	Craigslist.org	Website	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: **Interim Chief of Finance Officer** Date of Hire: **11/16/2017**

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
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
Champlain College, St. Michael's College and Norwich University		OneStop.Symplicity.com	Website	Website
Indeed.com	N	Indeed.com	Website	Website

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

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