

2018 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, 2017 – November 20, 2018
No. of Full-time Employees:	More than 10
Small Market Exemption:	

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 charts that follow.

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.*

During spring and summer 2018, 4 college students worked at VPR for a 14-week internship in the News room to experience the reporting field, researching, interviewing, producing, and editing story for broadcasting and the website.

*Participated in at least **4 events** or **programs** sponsored by **educational institutions** relating to career opportunities in broadcasting.*

12-12-2017, VPR Host & Reporter specialized in political reporting spoke to the Leadership Champlain College class about legislative issues. 40 students attended the event at the statehouse.

01-02-2018, VPR Host & Reporter specialized in political reporting spoke to a political science class of 20 students of Northern Vermont University at Johnson at the statehouse.

01-2018, Vermont Edition Host, was on a panel of people who work in the media to talk about our profession and how to incorporate stories about food and agriculture into our programming. The initiative was part of a Symposium for University of Vermont students in the Food Systems department. The purpose of this event was to give graduate and undergraduate students' insight into career opportunities.

01-17-2018, Managing Editor of Podcasts spoke about journalism & podcasts to Middlebury College writing classes. 20 students attended the "Adventure Writing & Digital Storytelling class; 30 students attended "The Ethics and Craft of Narrative Journalism" class.

03-15-2018, Managing Editor of Podcasts attended the Middlebury College Environmental Studies Seminar called "A Mountain Interval" with a focus on a community storytelling. She spoke to a class of 25 students about Brave Little State's philosophy and podcast process.

04-2018, VPR CEO participated on a career panel at the University of Vermont.

5-3-2018, Commentary Series Producer participated to a 3-hour seminar at Dartmouth College to discuss writing for radio in general and commentary in particular. 16 gradual level students attended.

10-09-2018, Production Engineer hosted an on-site visit at VPR for 10 students from the Norwich University broadcasting class.

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

06-28 thru 10-30-18, VPR CEO, managers and staff participated to the VPR initiative "Tell Me More Bus Tour" and visited 14 different counties throughout Vermont to meet with communities and identify itself as an equal opportunity employer.

On 09-27 and 10-30, Chief of Finance and Human Resources participated in the Stowe event at the Alchemist Brewery and Human Resources Support Associate participated in the Burlington event at the Arts Riot Restaurant to promote job openings and equal opportunity.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

In December 2017, all managers received an on-site harassment/discrimination prevention training "Respect In The Work Place".

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12/01/2017	CFO (Interim)	VPR.net
01/02/2018	Controller	SevenDaysVT.com
03/12/2018	Director of News	VPR.net
03/22/2018	Corporate Support Associate	SevenDaysVT print
05/07/2018	President & CEO	DRi, Development Resources Inc. (Executive search firm)
07/23/2018	Morning Edition News Producer	Facebook.com/VPR page
10/03/2018	Director of Programming	Internal announcement
10/29/2018	Director of Human & Financial Resources	Indeed.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: **49**

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
All Staff Internal Email	1
VPR.net	18
VPR FaceBook and Twitter	2
Association of Fundraising Professionals New England Chapter	0
CommonGoodVT.org	0
CPB.org (Corporation of Public Broadcasting)	4
Craigslist.org	2
Current.org + Diversity Packet option	1
DRiconsulting.com (Executive Search and Development Services for Non-Profits)	8
Indeed.com	4
journalismjobs.com	0
journalismnext.com	0
Kuow.org	0
LinkedIn.com	0
OneStop by Simplicity College Post (Champlian College, Norwich University, St.Michael's College)	0
Public Radio Program Directors Association	0
publicmediajobs.org	1
pubradio.org	0
rtdna.site-ym.com (Radio Television Digital News Association)	0
SevenDays VT Print	5
SevenDaysVT.com	3
The Chronicle of Philanthropy	0
uvm.joinhandshake.com (University of Vermont)	0
VAP.org (Vermont Association of Broadcasters)	0
VT Human Resources Association News Letter	0
Programming Directors National Email List	0

RECRUITING SOURCES USED

Job Title of Position: **CFO (Interim)**

Date of Hire: **12/01/2017**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Indeed.com	N	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Lise Larivee, Careers@vpr.net	Indeed.com
OneStop by Simplicity College Post	N	Champlian College, Norwich University, St.Michael's College		OneStop@simplicity.com
SevenDays VT Print	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
SevenDaysVT.com	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31

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

Job Title of Position: **Controller**

Date of Hire: **01/02/2018**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
VPR's Social Network	N	FaceBook and Twitter	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Common Good Vermont	N	Job.commongoodvt.org		
Corporation of Public Broadcasting	N	cpb.org/jobline		
Craigslist	N	Post.craigslist.org	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
OneStop by Simplicity College Post	N	Champlian College, Norwich University, St.Michael's College		OneStop@simplicity.com
SevenDays VT Print	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
SevenDaysVT.com	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31

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

Job Title of Position: **Director of News**

Date of Hire: **03/12/2018**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
VPR's Social Network	N	FaceBook and Twitter	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Corporation of Public Broadcasting		cpb.org/jobline		
Current.org + Diversity Packet	N	Jobs.current.org/job		
Indeed	N	Indeed.com/cmp		Indeed Client Services Team 800-462-5842
Journalismjobs.com	N	Journalismjobs.com/job-listing		
Journalismnext.com	N	Journalismnext.com/common/showjob		
LinkedIn	N	Linked.com/jobs/view	Michelle Owens, VPR Director of Marketing & Communication	802-654-4311 mowens@vpr.net
Pubradio Email Lists	N	Pubradio@lists.pubradio.org	John Van Hoesen, VPR VP Content	802-654-4347 jvanhoesen@vpr.net
Vermont Association of Broadcasters	N	Vab.org		

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

Job Title of Position: **Corporate Support Associate**

Date of Hire: **03/22/2018**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
VPR's Social Network	N	FaceBook and Twitter	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Common Good Vermont	N	Job.commomgoodvt.org		
Corporation of Public Broadcasting	N	cpb.org/jobline		
SevenDays VT Print	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
SevenDaysVT.com	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31

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

Job Title of Position: **President & CEO**

Date of Hire: **05/07/2018**

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

All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
VPR's Social Network	N	FaceBook and Twitter	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Association of Fundraising Professionals New England Chapter	N	Afpnnejobs.org	Nancy Racette, Dri Consulting Inc.	703-294-6684; racette@driconsulting.com 1820 N. Fort Myer Dr, Suite 702, Arlington, VA
Current.org	N	Jobs.current.org		
DRi, Development Resources Inc. (Executive search firm)	N	Driconsulting.com/president-chief-executive-officer-vpr	Nancy Racette, Dri Consulting Inc.	703-294-6684; racette@driconsulting.com 1820 N. Fort Myer Dr, Suite 702, Arlington, VA
DRi LinkedIn	N	Linkedin.com	Nancy Racette, Dri Consulting Inc.	703-294-6684; racette@driconsulting.com 1820 N. Fort Myer Dr, Suite 702, Arlington, VA
The Chronicle of Philanthropy	N	Philanthropy.com/jobs	Nancy Racette, Dri Consulting Inc.	703-294-6684; racette@driconsulting.com 1820 N. Fort Myer Dr, Suite 702, Arlington, VA
SevenDays VT Print	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
SevenDaysVT.com	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31

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

Job Title of Position: **Morning Edition News Producer** Date of Hire: **07/23/2018**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
VPR's Social Network	N	FaceBook and Twitter	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Corporation of Public Broadcasting	N	cpb.org/jobline		
Craigslist	N	Vermont.craigslist.org	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
Journalismjobs.com	N	Journalismjobs.com/job-listing		
Journalismnext.com	N	Journalismnext.com/common/showjob		
Publicmediajobs.org	N	Jobs.current.org/r/jobs		
Pubradio Email Lists	N	Pubradio@lists.pubradio.org	John Van Hoesen, VPR VP Content	802-654-4347 jvanhoesen@vpr.net
SevenDays VT Print	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
SevenDaysVT.com	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
University of Vermont	N	UVM.joinhandshake.com/jobs		

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

Job Title of Position: **Director of Programming** Date of Hire: **10/03/2018**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
VPR's Social Network	N	FaceBook and Twitter	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Corporation of Public Broadcasting	N	cpb.org/jobline		
Journalismnext.com	N	Journalismnext.com/common/showjob		
Kuow Puget Sound Public Radio	N	Kuow.org	Arvid Hokanson, Director of Audience	206-616-2053 arvid@kuow.org
Publicmediajobs.org	N	Jobs.current.org/r/jobs		
Public Radio Program Directors Association	N	PRPD Listserve	Jessica Frantz, Director of Membership & Ops.	828-424-7510 jfrantz@prpd.org
Radio Television Digital News Association	N	Rtdna.site-ym.com/networking	John Van Hoesen, VPR VP Content	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.

Job Title of Position: **Director of Human & Financial Resources** Date of Hire: **10/03/2018**

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

			SOURCE	ADDRESS OF SOURCE
All Staff Internal Email	N	Vermont Public Radio 365 Troy Ave. Colchester, VT	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
VPR.net	N	Digital.vpr.net/careers-vpr	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
VPR's Social Network	N	FaceBook and Twitter	Noah Villamarin-Cutter	802-654-4337 Ncutter@vpr.net
Craigslist	N	Vermont.craigslist.org	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net
SevenDays VT Print	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
SevenDaysVT.com	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Chery Brownell	Cheryl@sevendaysvt.com 802-365-1020 x 31
VT Human Resources Association News Letter	N	Vthra.org/classified	Lise Larivee, VPR Human Resources	802-654-4378; hr@vpr.net

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