

## VACANCY LIST

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

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**WCAX-TV**  
**EEO PUBLIC FILE REPORT**  
**12/1/17-11/30/18**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Broadcasting & Cable, 28 East 28th St, 12th floor, NY, NY 10016, P: 212-378-0400 <a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a>	No	
2	Burlington Free Press, 191 College St, Burlington, VT 05401, P: 802-863-3441 <a href="http://www.burlingtonfreepress.com">www.burlingtonfreepress.com</a>	No	
3	Brigham Young University, Provo, UT 84602, P: 801-422-4636, <a href="http://www.byu.edu">www.byu.edu</a> , Career Services	No	
4	Career Builder, 191 College St, Burlington, VT 05401, P: 802-863-3441, <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	No	
5	Champlain College, 163 So. Willard St, Burlington, VT 05401, P: 802-860-2700, <a href="http://www.champlain.edu">www.champlain.edu</a> Pat Boera	No	
6	Craigslist, <a href="http://www.craigslist.org">www.craigslist.org</a>	No	
7	Current Employee	No	7
8	Emerson College, 120 Boylston Street, Boston, MA 02116, P: 617.824.8500, <a href="http://www.emerson.edu">www.emerson.edu</a> Career Services	No	
9	Employee Promotion	No	
10	Employee Referral	No	11
11	Indeed, P: 203-653-4944, <a href="http://www.indeed.com">www.indeed.com</a> ,	No	22
12	Jobs in VT, P: 877-374-1088, <a href="http://www.jobsinvt.com">www.jobsinvt.com</a>	No	
13	Linked In, <a href="http://www.linkedin.com">www.linkedin.com</a>	No	1
14	Lyndon State College, PO Box 919, Lyndoville, VT 05851, P: 800-225-1998, <a href="http://www.lyndonstate.edu">www.lyndonstate.edu</a> Career Services facebook	No	
15	Media Line, PO Box 51909, Pacific Grove, CA 93950, P: 800-237-8073, <a href="http://www.medialine.com">www.medialine.com</a>	No	
16	Monster.com, <a href="http://www.monster.com">www.monster.com</a>	No	
17	National Press Photographers Association (NPPA), 3200 Croasdaile Dr, Ste 306, Durham, NC 27705 P: 919-383-7246, <a href="http://www.nppa.org">www.nppa.org</a>	No	

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18	Roche and Company Broadcast Search Consultants, Boston, MA, P: 888-426-3900 <a href="mailto:rocheandcompany@att.net">rocheandcompany@att.net</a> , David Roche	No	
19	Seven Days, 255 So. Champlain St, Ste 5, Burlington, VT 05401, P: 802-865-1020 <a href="http://www.sevendaysvt.com">www.sevendaysvt.com</a>	No	
20	Society of Broadcast Engineers, 9102 No. Meridian St, Ste 150, Indianapolis, IN 46260, P: 317-846-9000 <a href="http://www.sbe.org">www.sbe.org</a>	No	
21	Spots-n-Dots, <a href="http://www.spotsndots.com">www.spotsndots.com</a>	No	
22	St. Michael's College, One Winooski Park, Colchester, VT 05446, P: 802-654-2000, <a href="http://www.smcvt.edu">www.smcvt.edu</a> Ingrid Peterson	No	
23	Syracuse University, 900 So. Crouse Ave, Syracuse, NY 13244, P: 315-443-1870, <a href="http://www.syr.edu">www.syr.edu</a> , Career Services	No	
24	TV Jobs, <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	4
25	University of Vermont, Burlington, VT 05405, 802-656-3131, <a href="http://www.uvm.edu">www.uvm.edu</a>	No	
26	VT Association of Broadcasters, 500A Dalton Dr, Colchester, VT 05446, P: 802-655-5764 <a href="http://www.vab.org">www.vab.org</a> ,	No	
27	VT Dept of Employment and Training, P: 802-828-4000, <a href="http://labor.vermont.gov/">http://labor.vermont.gov/</a>	No	
28	VT Technical College, PO Box 500, Randolph Center, VT 05061, P: 802-728-1000, <a href="http://www.vtc.edu">www.vtc.edu</a>	No	
29	WCAX (website, facebook, twitter), <a href="http://www.wcax.com">www.wcax.com</a> Tracy Meier	No	7
30	WCAX – Monday “Help Wanted” section in morning news	No	
31	TV News Lab, <a href="http://www.news13.com">www.news13.com</a>	No	
32	Burlington Area Newspaper Group (Citizen, Other Paper, Shelburne News, Stowe Reporter, Valley Reporter, Observer, Waterbury Record), PO Box 1158, Williston, Vt. 05495, 802-872-9000 <a href="mailto:Marianne@WillistonObserver.com">Marianne@WillistonObserver.com</a> , Marianne Apfelbaum	No	
33	Castleton University, Castleton, VT 05735, 800-639-8521, <a href="http://www.castleton.edu">www.castleton.edu</a> , Liz Phillips	No	
34	National Alliance of State Broadcasters Associations (NASBA), 2333 Wisconsin St. NE, Albuquerque, NM 87110, 505-881-4444 , Suzan Strong <a href="http://www.careerpage.org">www.careerpage.org</a>	No	

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35	Plattsburgh State University, 101 Broad St, Plattsburgh, NY 12901, 518-564-2000 <a href="http://www.plattsburgh.edu">www.plattsburgh.edu</a>	No	
36	VT Human Resources Association, <a href="http://www.vthra.org">www.vthra.org</a>	No	
37	Gray Television Group Employment Website People Matter <a href="https://www.gray.tv/index.pho?page=search-jobs">https://www.gray.tv/index.pho?page=search-jobs</a>	No	13
38	Media Recruiter, 9457 So. University Blvd #303, Highlands Ranch, CO 80126, Art Scott, 303-400-5150 <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	No	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			65

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Station tours to College/High School/Elementary School groups and presentations at schools.	<p>Station provides tours to groups with students interested in applicable fields like science/meteorology, journalism/writing, TV/film/radio/production from various area elementary/high schools, regional colleges and youth organizations.</p> <p>1/10/18 &amp; 1/17/18 Rick Marcotte Central School</p> <p>2/12/18 Destination Imagination Group</p> <p>3/26/18 Grand Isle School</p> <p>4/3/18 Hunt Middle School</p> <p>4/6/18 Champlain College (Creative Services)</p> <p>4/18/18 Champlain College/Broadcast Media Production class</p> <p>4/24/18 Home schooled group</p> <p>7/26/18 Chamberlain School/Girl Empowerment summer camp</p> <p>8/15/18 &amp; 8/29/18 Champlain Community Services</p> <p>9/6/18 Champlain College</p> <p>11/14/18 Proctor Elementary School</p> <p>11/27/18 Northwest Technical Center</p>
<b>2</b>	Job Shadow Program for Elementary/High Schools and College/University Students.	<p>Students shadow employees for a limited number of days and see first-hand the requirements of daily work in a TV station.</p> <p>During the 2017-2018 reporting period, eleven students participated in our job shadow program. Six college/university level and seven high school/middle school level. Ten students shadowed members of the news</p>

		department. Three shadowed a member of our meteorology department.
3	Internship Program	<p>College Students from area colleges and universities participate in duties alongside station employees and receive real-world experience and college credit each semester.</p> <p>During this reporting year, four students from the following schools participated in our Internship Program.</p> <p>Champlain College (two)</p> <p>Northern Vermont University/Lyndon</p> <p>Norwich University</p>