

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

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

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

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

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

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	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 & 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 Produciton 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 & 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>
2	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>

		<p>department. Three shadowed a member of our meteorology department.</p>
<p>3</p>	<p>Internship Program</p>	<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) Northern Vermont University/Lyndon Norwich University</p>