

## 2022 ANNUAL EEO PUBLIC FILE REPORT

### Vermont Public Co.

#### Stations

#### Radio

WBTN (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  
WVXR (FM-NCE), Randolph, VT

#### TV

WETK (TV), Burlington, VT  
WVER (TV), Rutland, VT  
WVTA (TV), Windsor, VT  
WVTB (TV), St. Johnsbury, VT

Reporting Period:

Nov 21, 2021 – Nov 20, 2022

No. of Full-time Employees:

More than 10

Small Market Exemption:

Yes

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):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

08-04-2022, Senior VP of Content joined the virtual career fair of the NABJ-NAHJ convention and met with attendees to discuss their career opportunities in public media.

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

06-06-2022, Vermont Public offered a 6-month internship to an undergraduate student to work with reporters in the newsroom to experience researching, interviewing, producing, editing, and reporting stories for radio broadcasting. The initiative was in collaboration with the University of Vermont Career & Internship Program.

09-19-2022, Vermont Public offered a 9-month internship to a University of Vermont student to work with podcast engagement producers to learn what goes into producing a long-form narrative podcast and develop the skills required for meaningful audience engagement and high-quality reporting and storytelling. The internship includes contributing research, gathering audio, producing promos, publishing web builds, engaging listeners over social media, and contributing to their own reporting to the show.

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

May-September, all active staff members and interns completed the online Harassment and Bias Prevention Training from CPB.

June-October, Beyond Binaries Consulting facilitated a 3-session training for the Vermont Public staff to increase self-awareness, challenge assumptions, beliefs, and biases. Hopefully, it will lead to strengthening a culture of belonging.

09-15-2022, the leadership team members received training in collaboration with the HR professional at the Paul, Frank, and Collins law firm to raise their awareness on their impact on the work environment regarding equal employment opportunity and prevention of harassment and discrimination.

## LIST OF POSITIONS FILLED (20)

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/22/2021	News Producer	vpr.org
12/06/2021	Philanthropy Operations Coord.	vpr.org
12/20/2021	Media Specialist-Traffic	vpr.org
01/03/2022	News Producer	vpr.org
01/26/2022	Host for <i>All Things Considered</i>	Referral
02/22/2022	Media Specialist- Master Control	vermontpbs.org
02/28/2022	IT Specialist	On air (VPR)
03/14/2022	News Producer	vpr.org
03/21/2022	IT Specialist	Referral
03/21/2022	Chief Financial Officer	LinkedIn
04/25/2022	Programming Producer	vpr.org
05/31/2022	Human Resources Generalist	vthra.org
06/06/2022	Human Resources Generalist	LinkedIn
07/04/2022	Traffic Specialist	vpr.org
07/25/2022	Corporate Support Associate	vpr.org
08/15/2022	Sr VP for Audience & Community	vpr.org
09/06/2022	Graphic Designer	vpr.org
09/12/2022	Accounting Specialist	Referral
09/12/2022	News Editor	vpr.org
10/03/2022	Media Specialist- Master Control	Facebook/VT Works for Women

## INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 104

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Corporation of Public Broadcasting (cpb.org/jobline)	13
Facebook	2
Indeed.com	11
linkedIn.com	9
Public Media Slack Channel	1
Seven Days Vermont (weekly print & sevendaysvt.com)	13
Vermont Association of Broadcasters (vab.org)	1
Vermont Public website (vermontpublic.org/careers)	4
Vermont PBS website (vermontpbs.org/careers)	3
Vermont Public Radio website (vpr.org/careers)	12
Vermont Public Radio (on-air at 107.9 FM)	6
Vermont Human Resources Association (vthr.org)	2
Friend	6
Internal Candidate	10
Referral	11

## RECRUITING SOURCES USED

Job Title of Position: News Producer

Date of Hire: 11/22/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	contact@nabj.com	(301) 405-0248
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Native American Journalists Association	N	najanewsroom.com/jobs	najanewsroom.com	najanewsroom.com/contact
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublisher.com	(446) 445-0000 x4
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: Philanthropy Operations Coordinator

Date of Hire: 12/06/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446

National Nonprofits	N	712 H Street NE Suite 1220 Washington, DC 20002	nationalnonprofits.org	info@nationalnonprofits.org
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: Media Specialist-Traffic

Date of Hire: 12/20/2021

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network/On-air	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Indeed.com	N	Indeed.com/Vermont	Lise Larivee	(802) 654-4378
LinkedIn	N	Social Network	Lise Larivee	(802) 654-4378
Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	pmbaonline.org	(240) 844-3600
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296

\* 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: News Producer (2)

Date of Hire: 01/03/2022 & 03/14/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378

Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	contact@nabj.com	(301) 405-0248
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Native American Journalists Association	N	najanewsroom.com/jobs	najanewsroom.com	najanewsroom.com/contact
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublisher.com	(446) 445-0000 x 4
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988
Workplace Diversity	N	workplacediversity.com	workplacediversity.com/ Contact	(973) 992-7311

\* 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: Host for *All Things Considered*

Date of Hire: 01/26/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Asian American Journalists Association	N	aaaja.org	aaaja.org/about/contact/	(202) 729-8383
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) -879-9600
joinhandshake.com	N	Colleges & Universities Network	joinhandshake.com/employers/	
hireveterans.com	N	3575 Far West Blvd #28983 Austin, TX. 78731	support@hireveterans.com	(737) 241-9823
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386

National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
National Association of Hispanic Journalists	N	NAHJ Career Center PO Box 117 Windsor, CA 95492	info@nahjcareers.com	(626) 792-3846
Native American Journalists Association	N	najanewsroom.com/jobs	najanewsroom.com/contact	
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublisher.com	(446) 445-0000 x4
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: Media Specialist-Master Control

Date of Hire: 02/22/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Indeed.com	N	Indeed.com/Vermont	Lise Larivee	(802) 654-4378
LinkedIn	N	Social Network	Lise Larivee	(802) 654-4378
Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	pmbaonline.org	(240) 844-3600
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296

\* 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: IT Specialist (2)

Date of Hire: 02/28/2022 & 03/21/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Craigslist	N	vermont.craigslist.org	Lise Larivee	(802) 654-4378
jobsinv.com	N	jobsinv.com		(877) 374-1088
joinhandshake.com	N	Colleges & Universities Network	joinhandshake.com/ employers	
Public Media Business Association	N	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	pmbaonline.org	(240) 844-3600
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: Chief Financial Officer

Date of Hire: 03/21/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Gallagher Flynn & Company, LLC	N	725 Community Drive, Suite 401 South Burlington, VT 05403	dal@gfc.com	(802) 863-1331
LinkedIn	N	linkedin.com/talent/post-a-job	Gallagher Flynn	dal@gfc.com

\* 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: Programming Producer

Date of Hire: 04/25/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296

\* 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: HR Generalist (2)

Date of Hire: 05/31/2022 & 06/06/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
LinkedIn	N	Social Network	Lise Larivee	(802) 654-4378
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Society for Human Resources Management	M	jobs.shrm.org	shrm.org	(800) 283-7476
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Human Resources Association	N	vtbra.org/classifieds	vtbra.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: Traffic Specialist

Date of Hire: 07/04/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Indeed.com	N	indeed.com/Vermont	Lise Larivee	(802) 654-4378
joinhandshake.com	N	Colleges & Universities Network	joinhandshake.com/employers/	
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: 07/25/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network/On-air	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Common Good Vermont	N	commongoodvt.org	commongoodvt.org/jobs/post-a-job	(802) 861-7826
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Development Team's Network	N	linkedin.com	Lesli Blount	(802) 654-4320
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
Indeed.com	N	indeed.com/Vermont	Lise Larivee	(802) 654-4378
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublisher.com	(446) 445-0000 x4
Seven Days VT (website & weekly	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com

Print)		sevendaysvt.com		
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296

\* 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: Sr VP for Audience & Community

Date of Hire: 08/15/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network/On-Air	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
LinkedIn	N	linkedin.com/talent/post-a-job	Lise Larivee	(802)0654-4378
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: Graphic Designer

Date of Hire: 09/06/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Vermont Public Radio/Social Network/On-Air	N	365 Troy Ave. Colchester, VT	Lise Larivee	(802) 654-4378
Vermont PBS	N	10 E Allen St, Suite 102 Winooski, VT 05404	Bryan Holland	(802) 655-2302
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Society for News Design	N	PO Box 372993 Key Largo, FL 33037	snd.org	snd@snd.org
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublis her.com	(446) 445-0000 x4
Vermont Professional	N	P.O. Box 4277	thefam@vtpoc.net	(802) 391-9988

of Color		Burlington, VT 05406		
----------	--	----------------------	--	--

\* 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: Accounting Specialist

Date of Hire: 09/12/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VermontPublic.org	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4304
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Indeed.com	N	indeed.com/Vermont	Lise Larivee	(802) 654-4378
joinhandshake.com	N	Colleges & Universities Network	joinhandshake.com/em ployers/	
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: News Editor

Date of Hire: 09/12/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VermontPublic.org	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4304
Vermont Public social media	N	365 Troy Ave. Colchester, VT	Anna Ste. Marie	(802) 654-4321
Vermont Public On- Air (radio)	N	365 Troy Ave. Colchester, VT	Kari Anderson	(802) 654-4393
Association of Independents in Radio	N	P.O. Box 220400 Boston, MA 02122	Airmedia.org	(617) 825-4400.
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Historically Black Colleges & Universities	N	750 Cross Pointe Rd. Suite Q, Columbus, Ohio 43230	hbcuconnect.com	(614) 864-4446
journalismjobs.com	N	journalismjobs.com	info@journalismjobs.com	(510) 508-7386
National Association of Black Journalists	N	1100 Knight Hall, Suite 3101 College Park, Maryland 20742	Contact@nabj.com	(301) 405-0248
National Association of Hispanic	N	NAHJ Career Center PO Box 117	info@nahjcareers.com	(626) 792-3846

Journalists		Windsor, CA 95492		
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Radio Television Digital News Association	N	529 14th Street, NW, Suite 1240 Washington, D.C. 20045	rtdna.org	(202) 221-4282
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublis her.com	(446) 445-0000 x4
Think.Public.Media	N	thinkpublicmedia.org	Stacey Foxwell	sfoxwell@npr.org
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

\* 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: Media Specialist – Master Control

Date of Hire: 10/03/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VermontPublic.org	N	365 Troy Ave. Colchester, VT	Ashley FitzGerald	(802) 654-4304
College Central Network	N	297 Kingsbury, Ste. D P.O. Box 4470 Stateline, NV 89449-4470	collegcentral.com	(775) 546-6040
Corporation of Public Broadcasting	N	401 9 <sup>th</sup> Street, NW, Washington, DC 20004	cpb.org	(202) 879-9600
Indeed.com	N	indeed.com/Vermont	Lise Larivee	(802) 654-4378
joinhandshake.com	N	Colleges & Universities Network	joinhandshake.com/em ployers/	
Public Media Jobs (jobscurrent.org)	N	4400 Massachusetts NW, Washington, DC 20016	publicmediajobs.org	(860) 437-5700
Seven Days VT (website & weekly Print)	N	255 So. Champlain St. Ste. 5, Burlington, VT 05401 sevendaysvt.com	Michelle Brown	michelle@sevendaysvt.com
The Media Job Board (Poynter)	N	jobs.mediajobboard.com	jobs@editorandpublis her.com	(446) 445-0000 x4
U.S. Veterans Magazine	N	usveteransmagazine.com	info@diversitycomm. net	(855) 411-8786
Vermont Association of Broadcasters	N	4 Carmichael St. 111-106 Essex Jct., VT 05452 (802) 233-0296	vab@vab.org	(802) 233-0296
Vermont Professional of Color	N	P.O. Box 4277 Burlington, VT 05406	thefam@vtpoc.net	(802) 391-9988

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