

**WEZF, WCPV, WXZO, WEAV, WVTK, WXXX, WVMT
EEO PUBLIC FILE REPORT
12/01/2019 - 11/30/2020**

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Champlain College 163 Willard Street Burlington, VT 05402	No	0
2	Saint Michael's 1 Winooski Park Colchester, VT 05446	No	0
3	University Of VT Burlington, VT 05402 Career.services@uvm.edu	No	0
4	VT Association Of Broadcasters 15 West Patterson St Barre, VT 05641 VAB@together.net	No	2
5	Lake Champlain Chamber 60 Main Street Burlington, VT 05402	No	0
6	Radio 1 Broadcast School Lacrosse, WI	No	0
7	Community College of VT 119 Pearl Street Burlington, VT 05402	No	0
8	Cyberskills Center For Media 294 N Winooski Ave Burlington, VT	No	0
9	School Of Public Communications 215 University Place Syracuse, NY	No	0
10	VT Dept of Labor 63 Pearl Street Burlington, VT 05402	No	0
11	Burlington Free Press 191 College Street Burlington, VT	No	0
12	North Country Help Wanted.com 1 Civic Center Plaza Suite 506 Poughkeepsie, NY	No	0
13	National Association Of Minority Media (NAMME) 1921 Gallows Road Suite 600 Vienna, VA	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	National Association Of Minority Media (NAMME) 1921 Gallows Road Suite 600 Vienna, VA	No	0
15	AMFM Jobs,.com PO Box 4116 Oceanside, CA 92052	No	0
16	CT School of Broadcasting Farmington, CT	No	0
17	National Alliance of State Broadcasters	No	0
18	Walk Ins\Personal Recommendations	No	0
19	AllAccess.com	No	0
20	In House	No	0
21	Vox AM/FM Burlington Radio Ads	NO	12
22	Craigs List	NO	0
23	Indeed	No	23
(etc.)			
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			35

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	SALES POSITION	Posted ad on All Access and ask that resumes be sent to General Sales Manager. Also placed ads with craigs list.
2	OPERATIONS MANAGER	PROMOTED WITHIN
3	FRONT DESK RECEPTIONIST	PROMOTED WITHIN
4	OPERATIONS MANAGER	Posted ad on All Access and ask that resumes be sent to General Sales Manager. Also placed ads with craigs list.
5	VT COLLEGE MEDIA CONFERENCE	VP of Operations John Mullett spoke at the Vermont College Media Conference on 4/18/20 (virtual).
6	U-32 HIGH SCHOOL INVOLVMENT	VP of Operations John Mullett spoke to a business class about a career in broadcast on 1/15/2020.
7	CHAMPLAIN COLLEGE STATION TOUR	Champlain College Communications students toured the stations on 1/28/2020.
8	VIRTUAL CAREER FAIR	Members of the programming team spoke to Vermont High School Students about a career in broadcast (virtually) on 4/23/2020.
19	SAINT MICHAELS COLLEGE TOUR	Students from Saint Michaels College communications program toured the stations on 2/4/2020.
10	SUNY VIRTUAL JOB FAIR	Participated in a virtual job fair on 4/8/2020.
11	WEZF MORNING SHOW SPOKE TO GIRLS SCOUTS	Mike and Mary (The WEZF morning show spoke to the girls scouts of the green and white Mountains (virtually) on 9/24/2020.
13.	Internship (SUNY Adirondack)	Using radio ads on the Vox AM/FM stations and the VAB website, Vox AM/FM brought in one intern for one academic semester from SUNY Adirondack. The intern learned to do board op, be on air, do social media, put together events, design graphics, use adobe

