

EEO PUBLIC FILE REPORT

12/01/2019 - 11/30/20

See **Master Recruitment Source List (MRSL)** for recruitment source data.

[illegible]

WEZF, WCPV, WXZO, WEAV, WVTM, 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 |

WEZF, WCPV, WXZO, WEAV, WVTM, WXXX, WVMT
EEO PUBLIC FILE REPORT
12/01/2019 - 11/30/20

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 |

[illegible]