

# EEO PUBLIC FILE REPORT

Vermont Broadcast Associates, Inc  
April 1, 2014 to September 30, 2015

A. Employment Unit Covered:

WGMT, WKXH, WSTJ, WMTK, WQJQ

B. Reporting Period:

April 1, 2014 to September 30, 2015

C. Full Time Vacancies Filed During Reporting Period

<i>Job Title</i>	<i>Date Filed</i>	<i>Positions</i>
Announcer	04/18/15	1
Receptionist	08/03/15	1
Receptionist	09/21/15	1
Sales	10/06/14	1
Sales	05/12/14	1
Sales	08/04/14	1
Sales	06/09/14	1
Sales	02/02/15	1
Bookkeeper	12/29/14	1

D. Recruitment / Referral Sources Used to Seek Candidates for Each Vacancy

Caledonian Record Newspaper  
All Access Web Site  
Vermont Association of Broadcasters Web site  
Vermont Department of Employment and Training  
Northeast Kingdom Chamber of Commerce  
St. Johnsbury Business & Professional Women's Organization  
Lyndon State College  
WGMT  
WSTJ  
WMTK  
WKXH  
WMOO  
WJJZ  
WIKE

- E. Total Number of Persons Interviewed for All Full Time Vacancies Filled During Reporting Period: 11\*
- F. Total Number of Interviewees for All Full Time Vacancies Filled During Reporting Period Per Recruitment Period Per Recruitment / Referral Sources: 9

Recruitment Source Information

<u>Source</u>	<u>Referrals</u>	<u>Interviewees</u>	<u>Positions from Source</u>
All Access	0	3	0
VT Association Broadcasters	0	0	0
New Hampshire Association Broadcasters	0	0	0
VT Dept. Employment Training	0	0	0
NEK Chamber	0	0	0
St.J Business Professional Women	0	0	0
Lyndon State College	4	3	2
WGMT	3	5	3
WSTJ	0	0	0
WMTK	0	0	0
WKXH	1	1	1

Internships

WGMT currently has one intern that works part time. She started 9/30/15.

## VERMONT BROADCAST ASSOCIATES, INC

### EEO OUTREACH ACTIVITIES

April 1, 2014 to September 30, 2015

Vermont Broadcast Associates, Inc during the past year has set up a comprehensive outreach and recruitment program designed to widely disseminate information regarding full time job opportunities at its stations.

Annually all Vermont Broadcast Associates Inc radio stations air a Public Press Release inviting community groups, minority organizations and interested civic organizations to notify station management if their group would like to be notified regarding each new, full time job opening. Vermont Broadcast Associates Inc also sends these same press releases to community groups, minority organizations and interested civic organizations seeking the involvement of local groups as part of the licensee's efforts. To date the St. Johnsbury Business and Professional Women's' Organization has expressed interest in receiving information regarding any job openings. The licensee plans to continue its advertising efforts with the hope that more local groups might soon be interested in receiving such information.

Vermont Broadcast Associates, Inc and its radio stations advertised all of its job openings on the air over each of its broadcast stations.

Vermont Broadcast Associates, Inc has selected the following menu options:

List every upper-level opening in a job bank or newsletter of a media trade group whose membership include substantial participation of women and minorities.

Vermont Broadcast Associates, Inc and its radio stations has an intern association with St. Johnsbury Academy, Lyndon Institute, Lyndon State College and Littleton High School where students learn aspects of working at a radio station.

Vermont Broadcast Associates, Inc and its radio stations provide training to management level personnel and staff as to methods of ensuring equal opportunity and preventing discrimination.