

2007 ANNUAL EEO PUBLIC FILE REPORT

Vermont Public Radio

Stations:	WVPS(FM-NCE), Burlington, VT WBTN-FM(NCE), Bennington, VT WVPR(FM-NCE), Windsor, VT WRVT(FM-NCE), Rutland, VT WVPA(FM-NCE), St. Johnsbury, VT WNCH(FM-NCE), Norwich, VT WJAN(FM-NCE), Sunderland, VT WOXR (FM-NCE), Schulyer Falls, NY WVTQ (FM-NCE), Manchester/Sunderland
Reporting Period:	November 21, 2006 – November 20, 2007
No. of Full-time Employees:	More than 10
Small Market Exemption:	Yes

During the Reporting Period, a total of 12 full time positions were filled. 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 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

- Director of Engineering attended the National Association of Broadcasters (NAB) convention in April 2007, Las Vegas, NV, participated informally in job opportunity activities.
- Broadcast Engineer attended the National Association of Broadcasters technical seminar, April 14 – 17, 2007 (Las Vegas, NV).
- Broadcast Engineer attended the Public Radio Engineering Conference technical sessions, April 12 – 13, 2007 (Las Vegas, NV).
- Broadcast Engineer attended National Association of Broadcasters Radio Show and participated in technical systems seminars, September 2007 (Charlotte, NC).
- VP for Development and Membership Manager attended Public Radio Development and Marketing Conference, Reno, NV, July 2007.

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

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

*Sponsored **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

- Working with Champlain College (Burlington, VT), VPR provided part-time, temporary technical work for a college student, Summer 2007. Student was supervised by Director of Engineering and I.T. Associate.
 - Published prEview – VPR’s monthly electronic newsletter available free to the general public.
 - Broadcast Engineer, Sound Engineer, and Engineering Associate provided technical expertise and training to a start-up radio station (WOMM-LP) in Burlington, VT, also identifying potential candidates for employment at VPR.
 - Hosted Leadership Champlain, a program of the Lake Champlain Chamber of Commerce (Burlington, VT) program designed to bring members of the community together with community leaders. VPR reviewed all aspects of public radio broadcasting during an all-day seminar, May 8, 2007. Director of News and Chief Financial Officer hosted.
 - Hosted student/teacher groups for tours and lectures
 - 2/21/07 – Milton, Vermont High School class
 - 4/3/07 – St. Michael’s College journalism class
 - 4/5/07 – St. Michael’s College journalism class
 - 11/8/07 – University of Vermont “Writing for Media” class
 - All open positions are posted to VPR’s Web site, VPR.net.
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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
04/11/07	Mgr. of Special Gifts	VPR Internal referral
07/18/07	News & Information Producer(1)	VPR.net
07/02/07	News & Information Producer(2)	VPR Internal referral
06/11/07	News & Information Producer(3)	VPR Internal posting
04/25/07	VT Edition Host	VPR.net
06/11/07	VPR Classical Host	CPB.org
03/28/07	Traffic Manager	VPR Internal referral
06/25/07	Accounting Associate	Burlington Free Press
08/07/07	Morning Edition Producer	VPR Internal posting
10/22/07	Corporate Support Representative	VPR.net
10/24/07	Production Associate	VPR.net
02/22/07	Web Content Producer	VPR Internal referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 91

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
JobsInVt.com	2
VPR Web site (www.vpr.net)	25
VPR Internal referral	11
Seven Days Newspaper	20
VPR Internal posting	17
AWRT (Amer. Women in Radio & Television)	0
Society of Broadcast Engineers	0
Corporation for Public Broadcasting/NPR	8
PRADO (Public Radio Association of Development Officers)	0
Burlington Free Press	1
Current Newspaper	1
RTNDA (Radio and TV News Directors Association)	0
37 Signals	1
AFP (American Fundraising Professionals)	1
Livingston Associates	1
Champlain College	1
Rutland Herald	1
Unknown	1

RECRUITING SOURCES USED

Job Title of Position: **Web Content Producer** Date of Hire: **02/22/07**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Seven Days Newspaper/Web site	N	Sevendaysvt.com	Michelle Brown	(802) 865-1020 x 21 michelle@sevendaysvt.com
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
37 Signals	N	Online source	Online only	www.jobs.37signals.com
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net

* 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: **Production Associate** Date of Hire: **10/24/07**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.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: **Corporate Support Representative** Date of Hire: **10/22/07**

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.org
Public Radio Association of Development Officers (PRADO)	N	KUMD, 1201 Olean Ct., #310, Duluth, MN 55812	Paul Damberg	(218)726-7183; pdamberg@d.umd.edu
Rutland Herald/Times Argus	N	27 Wales St., PO Box 668, Rutland, VT 05702	Nancy Murphy	(802)747-6121
Craig's List.com	N	virtual organization	n/a	techsupport@craigslist.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: Morning Edition Producer

Date of Hire: 08/07/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.org
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
Current Newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Loreal Lynch	(301) 270-7240 loreal@current.org
RTNDA	N	1600 k Street, NW, Suite 700, Washington,DC, 20006	rtnda@rtnda.org	(202)659-6510; rtnda@rtnda.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: Accounting Associate

Date of Hire: 06/25/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.org
Champlain College Career Services	N	Durik Hall, 174 SO. Willard St., Burlington, VT 05402	Career Services Office	(802)860-2720; careerservices@champlain.edu
Burlington Free Press/CareerBuilder.com	N	PO Box 10, Burlington, VT 05402	Jeff Barr	(802)651-4823; www.freepressclassified.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: Traffic Manager

Date of Hire: 03/28/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.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: VPR Classical Host

Date of Hire: 06/11/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.org
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
Livingston Associates	N	300 Chestnut Ave., Suite 402, Baltimore, MD 21211	Julie Anderson	(410)243-1974; Julie@livingstonassociates.net
Current Newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Loreal Lynch	(301) 270-7240 loreal@current.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: "Vermont Edition" Host

Date of Hire: 04/25/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.org
Current Newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Loreal Lynch	(301) 270-7240 loreal@current.org
RTNDA	N	1600 k Street, NW, Suite 700, Washington, DC, 20006	rtnda@rtnda.org	(202)659-6510; rtnda@rtnda.org
Rutland Herald/Times Argus	N	27 Wales St., PO Box 668, Rutland, VT 05702	Nancy Murphy	(802)747-6121
Public Radio Newslink Forum Digest	N	Minnesota Public Radio, 480 Cedar St., St. Paul, MN 55101	Euan Kerr	(651)290-1491

* 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 & Info Producer (3 positions)

Dates of Hire: 6/11/07
7/02/07
7/18/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.org
Current Newspaper	N	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	Loreal Lynch	(301) 270-7240 loreal@current.org
RTNDA	N	1600 k Street, NW, Suite 700, Washington, DC, 20006	rtnda@rtnda.org	(202)659-6510; rtnda@rtnda.org
Rutland Herald/Times Argus	N	27 Wales St., PO Box 668, Rutland, VT 05702	Nancy Murphy	(802)747-6121
Public Radio Newslink Forum Digest	N	Minnesota Public Radio, 480 Cedar St., St. Paul, MN 55101	Euan Kerr	(651)290-1491

* 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: Manager of Special Gifts

Date of Hire: 04/11/07

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
VPR Web site ww.vpr.net	N	365 Troy Avenue Colchester, VT 05446	Jonathan Butler	(802) 654-4371 jbutler@vpr.net
VPR Internal job posting	N	365 Troy Avenue Colchester, VT 05446	Jean Stilley	(802) 654-4306 jstilley@vpr.net
JobsInVt.com	N	www.jobsinvt.com	Jen White	877-374-1088, ext. 2003
Seven Days Newspaper	N	Burlington, VT 05401	Michelle Brown	michelle@sevendaysvt.com
American Women in Radio & Television (AWRT)	N	8405 Greensboro Dr., Suite 800, McLean, VA 22102	Front desk	703-506-3290; info@awrt.org
Assoc. of Fundraising Professionals (AFP)	N	Boxwood Technologies, 1101 King St., Alexandria, VA 22314	Customer Service	703-684-0410; info@boxwoodtech.com
NPR/CPB	N	401 Ninth St., NW, Washington, D.C.	jobline@cpb.org	(202)879-9600; jobline@cpb.org
Burlington Free Press	N	PO Box 10, Burlington, VT 05402	Jeff Barr	(802)651-4823; www.freepressclassified.com
Public Radio Association of Development Officers (PRADO)	N	KUMD, 1201 lean Ct., #310, Duluth, MN 55812	Paul Damberg	(218)726-7183; pdamberg@d.umd.edu

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