

Broadcast Equal Employment Opportunity Program Report

2008

WWMP – WUSX - WLFE – WCAT – WTWK – WRSA – WFAD

C. Total number of persons interviewed for full-time office vacancies during 2008

41 candidates interviewed for three full-time office vacancies

D. Total number of interviewees for all full-time vacancies filled during 2008 by recruitment/referral source

9	Source: On air advertising -- 372 Dorset Street, S. Burlington, VT 05403	(802) 863-1010
20	Station web sites – 372 Dorset Street, S. Burlington, VT 05403	(802) 863-1010
4	Radio Ink -- 224 Datura Street, Ste 1015, W. Palm Beach, FL 33401	(800) 610-5771
2	Radio & Records -- 2049 Century Park East, Los Angeles, CA 90067	(310) 553-4330
9	Radio Advertising Bureau – rab.com	(972) 753-6756
11	AllAccess Media -- 28944 Pacific Coast Highway, Malibu, CA 90265	Online
2	Media Recruiter -- 22102 E Canyon Pl, Aurora, CA	(303) 400-5150
1	Vermont Association of Broadcasters -- PO Box 4489, Burlington, VT 05406	(802) 658-1230
22	Seven Days -- PO Box 1164, Burlington, VT 05402	(802) 864-5684
3	Burlington Free Press -- 191 College Street, Burlington, VT 05401	(802) 863-3444
0	Champlain College -- 174 S Willard St., Burlington, VT 05401	(802) 860-2700
0	Saint Michaels College -- 1 Winooski Park, Colchester, VT 05439	(802) 654-2000
0	University of Vermont -- 85 S. Prospect, Burlington, VT 05405	(802) 656-3131
0	VT Employment Service -- 59 Pearl Street, Burlington, VT 05401	(802) 658-1120

Total: 73

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Sources entitled to notification of job vacancies:

University of Vermont Job Placement service, Middlebury College Graduate Placement, Champlain College Job Placement, Saint Michaels College Student Placement, United Way, Rotary Club, Chambers of Commerce in Addison, Chittenden and Franklin Counties.

Narrative Statement:

In 2008, WWMP, WUSX, WLFE, WCAT, WTWK, WRSA, WRSA achieved broad and inclusive outreach:

Job/Internship Fairs: Station sales and program managers participated in four job/internship fairs in 2008.

- A. March 18 – Southern New Hampshire University Career and Internship Fair
- B. April – Vermont Business Job Expo, Burlington, VT
- C. May 16 – Route 2 Job and Business Expo, Fitchburg, MA
- D. October 27 – Champlain College Internship Fair, Burlington, VT

Internship Program: Recruiting and administering the Champlain Radio Group Women and Minority Internship Program.

Additional: On-going work with employment placement offices of the following local colleges: Champlain College, Middlebury College, Saint Michaels College, University of Vermont. On-going work regionally with the following colleges and universities: Boston College, Northeastern University, Southern New Hampshire University, and Suffolk University.

Spring of 2008, General Manager spoke to the Marketing/Media Class of St. Michaels College.

Presented employment opportunities through Addison County Chamber of Commerce, Addison County School events, Champlain College, Rotary Club, Saint Michaels College.

Provided regular tours of our stations to community and educational groups. These tours include explanations of career and internship opportunities.

By posting job openings and station information on the following web sites: AllAccess, Champlain College, Monster.com, North Country Help Wanted, Saint Michaels College, University of Vermont, Vermont Association of Broadcasters, New Hampshire Association of Broadcasters, Massachusetts Association of Broadcasters, Vermont State Employment Service, our radio station websites. Through regular advertising in the following newspapers and magazines: Burlington Free Press, Middlebury Plattsburgh Press Republican, R&R Online, Radio Ink, Seven Days, Vermont Business Magazines.