

Champlain Radio Group

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

A. Full time vacancies filled in 2007

Production Director 1
 Account Executives 2
 Announcers 2

B. Recruitment/Referral Sources used to seek candidates for each vacancy

| Production Director | | 11 Interviewed | Position Filled 1/31/07 VT Assoc of Broadcasters | | # |
|----------------------------|----------------------|---|---|--|----------|
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05404 | On-Line | | 2 |
| All Access Media | Classifieds | 28944 Pacific Coast Hwy, Malibu CA 90265 | On-Line | | 7 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | 1 |
| Radio & Records | Classifieds | 5055 Wilshire Blvd, Los Angeles, CA 90036 | On-line | | 1 |

| Account Executive | | 13 Interviewed | Position Filled 7/05/07 Seven Days Newspaper | | # |
|--------------------------|----------------------|--|---|--|----------|
| On-Air | On-Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | 4 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | 2 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | 7 |

| Account Executive | | 13 Interviewed | Position Filled 10/08/07 Seven Days Newspaper | | # |
|--------------------------|----------------------|--|--|--|----------|
| On-Air | On-Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | 4 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | 2 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | 4 |
| Burlington Free Press | Classifieds | 191 College Street, Burlington, VT 05401 | 802-863-3441 | | 3 |

| Announcer | | 6 Interviewed | Position Filled 12/01/07 Word of Mouth | | # |
|--------------------------|----------------------|--|---|--|----------|
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05404 | On-Line | | 1 |
| All Access Media | Classifieds | 28944 Pacific Coast Hwy, Malibu CA 90265 | On-Line | | 4 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | 1 |

| Announcer | | 6 Interviewed | Position Filled 12/01/07 Internal Promotion | | # |
|--------------------------|----------------------|--|--|--|----------|
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05404 | On-Line | | 1 |
| All Access Media | Classifieds | 28944 Pacific Coast Hwy, Malibu CA 90265 | On-Line | | 4 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | 1 |

Champlain Radio Group 2008
WWMP - WUSX - WLFE - WCAT - WTWK - WRSA - WFAD

A. Full time vacancies filled in 2008

Market Manager 1
 Production Director 1
 Account Executives 5
 Traffic Directors 2
 Assistant to Market Manager 1

B. Recruitment/Referral Sources used to seek candidates for each vacancy

| Market Manager | | 22 Interviewed | | Position Filled 6/30/08 Word of Mouth | | # |
|--------------------------|----------------------|--|--------------|--|--|----------|
| Radio Ink | Career Opportunities | 372 Dorset St, South Burlington VT 05404 | On-Line | | | 4 |
| All Access Media | Classifieds | 28944 Pacific Coast Hwy, Malibu CA 90265 | On-Line | | | 7 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | | 0 |
| Radio Advertising Bureau | Classifieds | RAB.com -- (972) 953-6756 | On-line | | | 9 |
| Media Recruiter | Classifieds | 22102 E Canyon Pl, Aurora, CA | 800-400-5150 | | | 2 |

| Production Director | | 8 Interviewed | | Position Filled 3/17/08 All Access | | # |
|----------------------------|----------------------|---|---------|---|--|----------|
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05404 | On-Line | | | 2 |
| All Access Media | Classifieds | 28944 Pacific Coast Hwy, Malibu CA 90265 | On-Line | | | 4 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | | 0 |
| Radio & Records | Classifieds | 5055 Wilshire Blvd, Los Angeles, CA 90036 | On-line | | | 2 |

| Account Executive | | 12 Interviewed | | Position Filled 6/23/08 Seven Days Newspaper | | # |
|--------------------------|----------------------|--|------------------|---|--|----------|
| On Air | On-Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 2 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-line | | | 1 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 9 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-line | | | 0 |

| Account Executive | | 12 Interviewed | | Position Filled 6/23/08 Our Air | | # |
|--------------------------|----------------------|--|------------------|--|--|----------|
| On Air | On Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 2 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | | 1 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 9 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-line | | | 0 |

| Account Executive | | 12 Interviewed | | Position Filled 6/23/08 Seven Days Newspaper | | # |
|--------------------------|----------------------|--|------------------|---|--|----------|
| On Air | On Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 2 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | | 1 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 9 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | | 0 |

| Account Executive | | 12 Interviewed | | Position Filled 6/24/08 Seven Days Newspaper | | # |
|--------------------------|----------------------|--|------------------|---|--|----------|
| On Air | On Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 2 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | | 1 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 9 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | | 0 |

| Account Executive | | 12 Interviewed | | Position Filled 7/7/08 Seven Days Newspaper | | # |
|--------------------------|----------------------|--|------------------|--|--|----------|
| On Air | On Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 2 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | | 1 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 9 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | | 0 |

| Traffic Director | | 17 Interviewed | | Position Filled 4/28/08 Word of Mouth | | # |
|--------------------------|----------------------|--|------------------|--|--|----------|
| On Air | On Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 3 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | | 2 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 8 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | | 1 |
| Burlington Free Press | Classifieds | 191 College Street, Burlington, VT 05401 | 802-863-3441 | | | 3 |

| Traffic Director | | 9 Interviewed | | Position Filled 7/17/08 In-House Promotion | | # |
|--------------------------|----------------------|--|------------------|---|--|----------|
| On Air | On Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 3 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | | 1 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 5 |
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | | | 0 |

| Assistant to Market Manager | | 15 Interviewed | | Position Filled 7/23/08 Seven Days Newspaper | | # |
|------------------------------------|----------------------|--|------------------|---|--|----------|
| On Air | On Air | 372 Dorset St, South Burlington VT 05403 | 802-863-1010 | | | 1 |
| Station Web Sites | Career Opportunities | 372 Dorset St, South Burlington VT 05403 | On-Line | | | 14 |
| Seven Days Newspaper | Classifieds | PO Box 1164, Burlington VT 05402 | 802-859-1020 x21 | | | 0 |

| | | | | |
|--------------------------|-------------|-------------|---------|---|
| VT Assoc of Broadcasters | Classifieds | VAB website | On-Line | 0 |
|--------------------------|-------------|-------------|---------|---|

