

Broadcast Equal Employment Opportunity Program Report

2010

WWMP – WIER - WIFY – WCAT – WTWK – WRSA – WFAD

C. Total number of persons interviewed for full-time office vacancies during 2010

7 candidates interviewed for one full-time office vacancy

D. Total number of interviewees for all full-time vacancies filled during 2010 by recruitment/referral source

4	Source: On air advertising -- 372 Dorset Street, S. Burlington, VT 05403	(802) 863-1010
6	Station web sites – 372 Dorset Street, S. Burlington, VT 05403	(802) 863-1010
1	AllAccess Media -- 28944 Pacific Coast Highway, Malibu, CA 90265	Online
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
0	Burlington Free Press -- 191 College Street, Burlington, VT 05401	(802) 863-3444
19	Craig's List – Craigslist.com	Online
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: 53

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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, Vermont and Plattsburgh, New York

Narrative Statement:

In 2010, WWMP, WIER, WIFY, WCAT, WTWK, WRSA, WRSA achieved broad and inclusive outreach:

Internship Program:

- A. Recruiting and administering the *Champlain Radio Group Women and Minority Internship Program*.
(College)
- B. Recruiting and administering the Radio Communications Internship Program (Women and Minorities)
(High School, in association with S. Burlington High School)

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.

Throughout 2010, General Manager worked with select Communications students from The University of Vermont taking part in a weekly, live, 2 hour Saturday morning program on WCAT.

Presented employment opportunities through Addison County Chamber of Commerce, Addison County School events, Champlain College, Champlain Regional Chamber of Commerce, Franklin County Chamber of Commerce, Plattsburgh Chamber of Commerce, Rotary Club, Saint Michaels College, The University of Vermont, South Burlington High School.

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 Media, Champlain College, Craig's List.com, 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, Plattsburgh Press Republican, Addison Independent, R&R Online, Radio Ink, Seven Days, Vermont Business Magazines.

Champlain Radio Group

WWMP - WIER - WIFY - WCAT - WTWK - WRSA - WFAD

A. Full time vacancies filled in 2010

General Manager 1
 Program Director 1
 Account Executives 4

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

General Manager		7 Interviewed		Position Filled 1/1/10	Word of Mouth	#
Station Web Sites	Career Opportunities	372 Dorset St, South Burlington VT 05404		Online		1
All Access Media	On-Line	28944 Pacific Coast Highway, Malibu, CA 90265		Online		2
R&R	Classifieds	2049 Century Pk E, 41st Fl, LA CA 90067		310-553-4330		5
Inside Radio	Classifieds	365 Union Street, Littleton NH 03561		(800) 248-4242		12
Craig's List	On Line	Craigsl.com		Online		3

Program Director		3 Interviewed		Position Filled 3/15/10	All Access Media	#
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		20
VT Assoc of Broadcasters	Classifieds	VAB website		On-Line		0
Radio & Records	Classifieds	5055 Wilshire Blvd, Los Angeles, CA 90036		On-line		3

Account Executive		9 Interviewed		Position Filled 2/16/10	Seven Days Newspaper	#
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		Online		3
Seven Days Newspaper	Classifieds	PO Box 1164, Burlington VT 05402		802-859-1020 x21		9
Craig's List (VT and NY)	Job Listings	Craig'slist.com		Online		12
Burlington Free Press	Classifieds	191 College Street, Burlington, VT 05401		802-863-3441		1

Account Executive	13 Interviewed		3/1/2010	Internal Promotion	#
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		Online	4
Seven Days Newspaper	Classifieds	PO Box 1164, Burlington VT 05402		802-859-1020 x21	14
Craig's List (VT and NY)	Job Listings	Craig'slist.com		Online	15
VT Assoc of Broadcasters	Classifieds	VAB website		Online	0

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Account Executive	8 Interviewed		Position Filled 3/15/10	Seven Days Newspaper	#
Station Web Sites	Career Opportunities	372 Dorset St, South Burlington VT 05404		Online	5
On-Air	On-Air	372 Dorset St, South Burlington VT 05403		802-863-1010	4
VT Assoc of Broadcasters	Classifieds	VAB website		Online	0
Craig's List (VT and NY)	Job Listings	Craig'slist.com		Online	23
Seven Days Newspaper	Classifieds	PO Box 1164, Burlington VT 05402		802-859-1020 x21	13

Account Executive	13 Interviewed		4/5/2010	On Air	#
Station Web Sites	Career Opportunities	372 Dorset St, South Burlington VT 05404		Online	5
On-Air	On-Air	372 Dorset St, South Burlington VT 05403		802-863-1010	5
VT Assoc of Broadcasters	Classifieds	VAB website		Online	0
Craig's List (VT and NY)	Job Listings	Craig'slist.com		Online	7
Seven Days Newspaper	Classifieds	PO Box 1164, Burlington VT 05402		802-859-1020 x21	8