

Annual EEO Public File Report
Covering the Period From December 1, 2010 to November 30, 2011
Comprising Station Employment Unit: WKVT-FM / WKVT-AM

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year				
1. Job Title:	WKVT Sales Representative		Date Filled:	10/31/2011
2. Job Title:	WKVT Sales Representative		Date Filled:	11/28/2011

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy				
1. Job Title:	WKVT Sales Representative		Date Filled:	10/31/2011
2. Job Title:	WKVT Sales Representative		Date Filled:	11/28/2011
Recruitment Source	Contact Person	Address	Tel #	# Persons Interviewed Per Recruitment Source
In-House Posting	Peter Case	458 Williams St, Brattleboro, VT 05301	802-254-2343	0
Vermont Association of Broadcasters		vab.org		0
EEO Outreach Mailing List	Various	(see attached list)		0
WKVT Websites	Peter Case	wkvt.com & 1490wkvt.com	802-254-2343	0
SAGA Web-Site	Ann Karrick	sagacommunications.com		0
WKNE Posting	Bob Cox	69 Stan Hope Ave - Keene	352-9230	0
Brattleboro Reformer	Rae Tedlow	Black Mountain Road	254-2311	0
Radio Ad WKVT	Peter Case	458 Williams St, Brattleboro, VT 05301	802-254-2343	7
Radio Ad WKNE	Bob Cox	69 Stanhope Ave, Keene, NH 03431	603-352-9230	1
Total Number of Persons Interviewed:				8
Recruitment source that referred the hire: Radio ads				

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):	8
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D. Total Number of Interviewees For All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:				
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
Radio Ad WKVT	Peter Case	458 Williams St, Brattleboro, VT 05301	802-254-2343	7
Radio Ad WKNE	Bob Cox	69 Stanhope Ave, Keene, NH 03431	603-352-9230	1

E. Outreach Activities

EEO Training for Management

On September 21, 2010, Luke Donahue (Business Manager) attended the 2010 EEO Seminar with Scott Flick of Pillsbury Winthrop Shaw Pittman, LLP sponsored by the Massachusetts Broadcasters Association.

Job shadowing program

WKVT hosts a minimum of two job shadow opportunities a year. Students from Brattleboro Union High School will come to the Radio station and learn about pursuing a career in the broadcasting industry.

Internship

In 2010 & 2011 WKVT took in 5 College and High School Students into our internship program. They learned many aspects of broadcast and gained knowledge and experience.

Mentoring Program

In 2010 & 2011 WKVT worked with disadvantaged youth and special needs teenagers providing them with job skills in the broadcast industry.

Station Tours

WKVT conducted 5 station tours throughout 2010-2011 that include 20 adults & 80 kids. They toured the studios and general facility.

Career Day

2010 Participated in the Hinsdale High School Career day. WKVT Set up a booth and talked with High School Students about a career in radio and broadcast.

General Outreach

We routinely contact various community groups to notify them of job opportunities at the radio stations and also direct users of our websites to organizations that can provide them with more information about pursuing a career in the broadcasting industry.