

**EEO PUBLIC FILE REPORT**  
 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:	5/1/2009
2. Job Title:	Part Time / Board Op		Date Filled:	8/17/2009
3. Job Title:			Date Filled:	
4. Job Title:			Date Filled:	
5. Job Title:			Date Filled:	
6. Job Title:			Date Filled:	
7. Job Title:			Date Filled:	
8. Job Title:			Date Filled:	

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title:	Source	Contact Person	Address	Tel #	Referred Person Hired?
In-House Job Posting			458 Williams St, Brattleboro, VT 05301 69 Stanhope Ave, Keene - NH 03431	802-254-2343 603-352-9230	1
Vermont Association of Broadcasters			<a href="http://www.vab.com">www.vab.com</a>		
EEO Outreach Mailing List			(see attached list)		
Saga Communications Website			<a href="http://www.sagacommunications.com">www.sagacommunications.com</a>		
WKVT Websites			<a href="http://www.wkvt.com">www.wkvt.com</a> <a href="http://www.1490wkvt.com">www.1490wkvt.com</a>		
Recruiting Ad			<a href="#">92.7 &amp; 1490</a>	802-254-2343	1

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number):

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
In-House Job Posting		45 Fisher Avenue, E. Longmeadow, MA 15 Hampton Avenue, Northampton, MA 81 Woodward Road, Greenfield, MA		1

**EEO Training for Management**

On June 17th, 2008, Luke Donahue, the Business Manager attended an EEO Seminar entitled "Your EEO Questions Answered" Conducted by Scott Flick, Esq. og Pillsbury Winthrop Shaw Pittman and Elizabeth Ritv0, Esq. Of Brown Rudnick Berlack & Israels. Sponsored by the Massachusetts Broadcasters Association.

**Job shadowing program**

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

**Internship**

WKVT offers interships to college students and work programs for the state of Vermont. These programs build broadcast knowledge and experience.

**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.