

WETK, Burlington, VT  
WVTB, St. Johnsbury, VT  
WVTA, Windsor, VT  
WVER, Rutland, VT

EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**WETK(TV), Burlington, VT**  
**WVER(TV), Rutland, VT**  
**WVTA(TV), Windsor, VT**  
**WVTB(TV), St. Johnsbury, VT**

**VERMONT PBS POSITION VACANCIES FILLED FOR THE PERIOD 12/01/16 - 11/30/17**

EEO Public File Report is filed in Vermont PBS's public inspection file pursuant to Section 73.2080 (c)(6) of the Federal Communication Commission's (FCC) rules.

1	Account Executive
2	Videographer/Editor
3	Media Specialist/Production Technician
4	Media Specialist/Production Technician
5	Production Manager
6	Transmitter Engineer
7	Vice President of Marketing
8	Executive Assistant
9	Brand Experience and Community Marketing Director
10	Senior Writer
11	Donor Relations Specialist

In accordance with FCC rules, this report identifies only full-time vacancies filled by the employment unit for permanent positions.

WETK(TV), Burlington, VT  
 WVER(TV), Rutland, VT  
 WVTA(TV), Windsor, VT  
 WVTB(TV), St. Johnsbury, VT

RECRUITMENTS FOR THE PERIOD 12/01/16 - 11/30/17

ACCOUNT EXECUTIVE	
SOURCES UTILIZED	INTERVIEWEES
BURLINGTON FREE PRESS	
CPB JOBLINE	
CRAIGSLIST	1
EEO MAILING LIST	
JOBSINVT.COM	1
MY PBS	
PMBA JOBS	
RUTLAND HERALD	
STAFF REFERRAL	
VERMONT PBS WEB SITE	1
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - VERMONT PBS WEB SITE )	

VIDEOGRAPHER/EDITOR	
SOURCES UTILIZED	INTERVIEWEES
CPB JOBLINE	1
CRAIGSLIST	1
EEO MAILING LIST	
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
SEVEN DAYS	3
STAFF REFERRAL	1
VERMONT PBS WEB SITE	4
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - STAFF REFERRAL)	

PRODUCTION TECHNICIAN/MEDIA SPECIALIST (2 HIRES)	
SOURCES UTILIZED	INTERVIEWEES
CPB JOBLINE	
CRAIGSLIST	
EEO MAILING LIST	1
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
SEVEN DAYS	1
STAFF REFERRAL	1
VERMONT PBS WEB SITE	3
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - (1) VERMONT PBS WEB SITE (1) SEVEN DAYS	

PRODUCTION MANAGER	
SOURCES UTILIZED	INTERVIEWEES
CPB JOBLINE	
CRAIGSLIST	
EEO MAILING LIST	
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
SEVEN DAYS	
STAFF REFERRAL	3
VERMONT PBS WEB SITE	5
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - STAFF REFERRAL )	

TRANSMITTER ENGINEER	
SOURCES UTILIZED	INTERVIEWEES
BURLINGTON FREE PRESS	
CPB JOBLINE	
CRAIGSLIST	1
EEO MAILING LIST	
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
STAFF REFERRAL	
VERMONT PBS WEB SITE	2
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - VERMONT PBS WEB SITE)	

WETK(TV), Burlington, VT  
 WVER(TV), Rutland, VT  
 WVTA(TV), Windsor, VT  
 WVTB(TV), St. Johnsbury, VT

VICE PRESIDENT OF MARKETING	
SOURCES UTILIZED	INTERVIEWEES
BURLINGTON FREE PRESS	
CPB JOBLINE	
CRAIGSLIST	
EEO MAILING LIST	2
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
STAFF REFERRAL	
VERMONT PBS WEB SITE	1
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - VERMONT PBS WEB SITE)	

EXECUTIVE ASSISTANT	
SOURCES UTILIZED	INTERVIEWEES
CPB JOBLINE	
CRAIGSLIST	
EEO MAILING LIST	
LINKEDIN	
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
SEVEN DAYS	3
STAFF REFERRAL	
VERMONT PBS WEB SITE	2
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - VERMONT PBS WEB SITE)	

BRAND EXPERIENCE & COMMUNITY MARKETING DIRECTOR	
SOURCES UTILIZED	INTERVIEWEES
BURLINGTON FREE PRESS	
CPB JOBLINE	
CRAIGSLIST	
EEO MAILING LIST	
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
SEVEN DAYS	
STAFF REFERRAL	
VERMONT PBS WEB SITE	3
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - VERMONT PBS WEB SITE)	

SENIOR WRITER	
SOURCES UTILIZED	INTERVIEWEES
CPB JOBLINE	
CRAIGSLIST	
EEO MAILING LIST	
LINKEDIN	
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
SEVEN DAYS	1
STAFF REFERRAL	1
VERMONT PBS WEB SITE	1
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - STAFF REFERRAL)	

DONOR RELATIONS SPECIALIST	
SOURCES UTILIZED	INTERVIEWEES
CPB JOBLINE	
CRAIGSLIST	
EEO MAILING LIST	1
LINKEDIN	
JOBSINVT.COM	
MY PBS	
PMBA JOBS	
SEVEN DAYS	3
STAFF REFERRAL	1
VERMONT PBS WEB SITE	2
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
(Hiree - SEVEN DAYS)	

12/1/16 - 11/30/17 - SUMMARY	
SOURCES UTILIZED	INTERVIEWEES
BURLINGTON FREE PRESS	
CPB JOBLINE	1
CRAIGSLIST	3
CURRENT	
EEO MAILING LIST	4
JOBSINVT.COM	1
LINKEDIN	
MY PBS	
PMBA JOBS	
SEVEN DAYS NEWSPAPER	11
STAFF REFERRAL	7
VERMONT PBS WEB SITE	24
VT ASSOC. OF BROADCASTERS	
VT DEPT. OF EMPL. & TRAINING	
TOTAL	51

ORGANIZATION	ATTENTION:	CITY	STATE	ZIP	ADDRESS 1
Abenaki Self Help Association	Gustavo Teran	Swanton	VT	05488	P.O. Box 276
Boston University	Career Services	Boston	MA	02215	19 Deerfield Street
Castleton State College	Judith Carruthers	Castleton	VT	05735	Job Placement Office
Champlain College	Pat Boera	Burlington	VT	05402	163 South Willard Street
College of St. Joseph	Director of Career Planning	Rutland	VT	05701-3899	71 Clement Road
Dartmouth College	Career & Employment Office	Hanover	NH	03755	6208 College Center
Howard University	School of Communications	Washington	D.C.	20059	525 Bryant Street N.W.
Johnson State College	Careers@jsc.vsc.edu	Johnson	VT	05656	337 College Hill
Lyndon State College		Lyndonville	VT	05851	Career Services Office
Mosaic Center for Students of Color	Living/Learning Center	Burlington	VT	05405	University of Vermont
Northeastern University	Office of Career Services	Boston	MA	02115	Rm 108 Stearns Hall
St. Michael's College	Renee Davitt	Colchester	VT	05439	One Winnooski Park
Transitions Two	Attn: Cynthia Brisson	Burlington	VT	05401-4935	346 Shelburne Road
TV News Gigs	Attn: Stacey Chaloux	Lee's Summit	MO	64063	318 SE Jackson Street
University of Vermont	Career Development - Bldg. E	Burlington	VT	05405	Living & Learning Center
Vermont Job Service	Lloyd Goodrow	Burlington	VT	05401	63 Pearl Street
Vermont Technical College		Randolph Center	VT	05061	PO Box 500
Women In Communications		Tewksbury	MA	01876	360 River Road

Note: Recruitment sources designated with \* have requested to receive notice of open positions.

Distributed: \_\_\_\_\_ Date: \_\_\_\_\_

SEND POSTINGS ELECTRONICALLY TO COLLEGE OF ST. JOSEPHS, JOHNSON STATE COLLEGE  
 ALSO EMAIL TO: INFO@PBMA.ORG  
 coordinator@commongoodvt.org

ORGANIZATION	ATTENTION:	CITY	STATE	ZIP	ADDRESS 1
The Burlington Free Press	Jennifer Barrett	Burlington	VT	05401	191 College Street
CPB Jobline	cpb.org				
Craigslist	burlington.craigslist.org				
EEO Mailing List	See Listing				
JobsinVT.com	www.jobsinvt.com				
LinkedIn					
PMBA	info@pmbaonline.org				
PBS Connect	www.Pbs.org				
Rutland Herald	classified.ads@rutlandherald.com	Rutland	VT	05701	
Seven Days	Michelle Brown (802) 865-1020 x21	Burlington	VT	05401	PO Box 1164
Staff Referral	Rob Cunningham				
Vermont Association of Broadcasters	Jim Condon				
Vermont Dept. of Employment & Training	(802) 658-1120	Burlington	VT	05402-0301	PO Box 310
Vermont PBS - on-air	Rob Cunningham	Colchester	VT	05446	204 Ethan Allen Avenue
Vermont PBS - Web site	https://www.vermontpbs.org/careers/	Colchester	VT	05446	204 Ethan Allen Avenue

**Vermont ETV, Inc. d/b/a Vermont PBS  
EEO Supplemental Outreach Activities  
(December 1, 2016 – November 30, 2017)**

**Vermont PBS Internship Program (#5)**

Vermont PBS has an internship program whereby college students work at Vermont PBS to learn skills that can translate into employment in broadcasting following graduation. In some instances college credit is given. During the reporting period, Vermont PBS provided eleven internship opportunities to students in the areas of production, engagement, and development. The interns were students from colleges/universities in Vermont.

**Training Programs (#8)**

During the reporting period at least three Vermont PBS staff members received formal training in using production equipment and software.

In addition at least six staff members attended region and national conferences on fundraising, programming, management, engagement, development, and industry best practices.

**List Job Openings with Media Trade Group (#12)**

Vermont PBS listed each full-time opening during the reporting period with the Vermont Association of Broadcasters, a media trade group with broad-based membership, including women and minorities.

**Station Tours (#16)**

During the reporting period station personnel conducted station tours for young people and their adult chaperones. Tours include demonstration and hands on use of television technology as well as ample opportunity to ask questions of members of Vermont PBS staff.

During the reporting period six different groups, consisting of 137 individuals toured the station.