

WCAX-TV, WYCI-TV
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
CHIEF ENGINEER - WCAX	1, 4, 6-7	4
MULTIMEDIA JOURNALIST (Entry-Level) - WCAX	1-2, 4, 6-10	4
MULTIMEDIA JOURNALIST (Entry-Level) - WCAX	1-2, 4, 6-10	8
MULTIMEDIA JOURNALIST - WCAX	1, 4, 6-7	6
MULTIMEDIA JOURNALIST (Entry-Level) - WCAX	1-2, 4, 6-10	8
MULTIMEDIA JOURNALIST (Entry-Level) - WCAX	1-2, 4, 6-10	2
ACCOUNT EXECUTIVE (Entry-Level) - WCAX	1, 4, 6-7, 9	7
PHOTOGRAPHER/EDITOR - WCAX	1, 6-7	7
PHOTOGRAPHER/EDITOR - WCAX	1, 6-7	7
TECHNICAL MEDIA PROD. (PRIMARY) - WCAX	1, 4, 6-7	4
CREATIVE SERVICES PROD./VIDEOGRAPHER - WCAX	1, 4, 6-8	4
ACCOUNT EXECUTIVE (Entry-Level) - WCAX	1, 5-7, 9	9
METEOROLOGIST (MORNING) - WCAX	1, 3, 6-7, 11-12	3
TECHNICAL MEDIA PRODUCER - WCAX	1, 4, 6-7, 11-12	4
TECHNICAL MEDIA PRODUCER - WCAX	1, 4, 6-7, 11-12	7
NEWS ANCHOR (MORNING) - WCAX	1, 4, 6-7, 11-12	6
ACCOUNT EXECUTIVE (Entry-Level) - WCAX	1, 6-7, 11-12	7
PHOTOGRAPHER/EDITOR - WCAX	1, 6-7, 9, 11-12	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
2	Corporate Recruiter	N	1
3	Current Employee	N	1
4	Employee Referral	N	14
5	Facebook - Not Directly Contacted by SEU	N	1
6	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	9
7	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	10
8	Internal Transfer/Promotion	N	3
9	Linked In - Not Directly Contacted by SEU	N	8
10	Non-Employee Referral	N	1
11	Vermont Association of Broadcasters 500 Dalton Drive Colchester, Vermont 5446 Phone : 802-655-5764 Url : http://vab.org Email : vab@vab.org Wendy Mays	N	0
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/8/2023	Participation in events or programs sponsored by educational institutions	Reporter served as a panelist on the Snelling Center for Government's Vermont Leadership Institute, discussing the role of journalists in civil society.	1	Reporter
2	3/3/2023	Participation in events sponsored by organizations representing the community	Reporter gave a seminar on latest statehouse topics as part of Education & Enrichment for Everyone, an organization serving Vermont seniors.	1	Reporter
3	4/2/2023	Participation in events or programs sponsored by educational institutions	Digital Media Specialist, addressed a group of student athletes at her alma mater, Saint Michael's College, Colchester, VT at an event called "Life After Knights". She answered questions about her job, interviewing, resumes and cover letters.	1	Digital Media
4	4/20/2023	Provision of training to management	Participate in a training on FCC's EEO Rules and Regulations provided by Wiley Rein.	1	Office Manager
5	6/2/2023	Participation in events or programs sponsored by educational institutions	Zoom tour of the station by Chief Meteorologist to fifty five Champlain Elementary School kindergarteners.	1	Chief Meteorologist
6	6/15/2023	Participation in other activities designed by the station employment unit	Job Shadow. Main News Anchor allowed a student to shadow him from 11:30AM through his 6PM news broadcast.	1	Anchor Primary Evening
7	6/29/2023	Participation in events sponsored by organizations representing the community	Reporter gave a presentation on the role of media in Vermont to the Governor's Institutes of Vermont.	1	Reporter
8	7/19/2023	Participation in events sponsored by organizations representing the community	WCAX Operations Manager hosted two guests from the non profit Howard Center for a tour of the station.	1	Operations Manager
9	7/21/2023	Participation in events or programs sponsored by educational institutions	General Manager hosted a group of 35 high school juniors as part of the Governor's Institute of Vermont's summer program.	2	Barton Viglienzoni

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10	10/4/2023	Participation in events or programs sponsored by educational institutions	Two meteorologists gave a zoom tour/lesson for 6th, 7th and 8th graders from Folsom Education and Community Center in South Hero Vermont. They spoke to the students about weather for over an hour.	2	Chief Meteorologist Meteorologist
11	10/18/2023	Participation in Job Fairs	News Director participated in a job fair at Emerson College, Boston, MA.	1	News Director
12	10/23/2023	Participation in events or programs sponsored by educational institutions	Reporter spoke with a Quinnipiac student for their Capstone Project on Journalism and the Media. Thirty minute zoom meeting.	1	Reporter
13	11/19/2023	Establishment of an intern program designed to assist members of the community	Four students participated in Internship program during the cycle. One each from Merrimack College, American University, Emerson College and Saint Michael's Collge	4	