



**WEZF, WCPV, WXZO, WEAV**  
**EEO PUBLIC FILE REPORT**  
*01/01/2009-12/31/2009*

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Champlain College 163 Willard Street Burlington, VT 05402	No	0
2	Saint Michael's 1 Winooski Park Colchester, VT 05446	No	0
3	University Of VT Burlington, VT 05402 Career.services@uvm.edu	No	0
4	VT Association Of Broadcasters 15 West Patterson St Barre, VT 05641 VAB@together.net	No	12
5	Lake Champlain Chamber 60 Main Street Burlington, VT 05402	No	0
6	Radio 1 Broadcast School Lacrosse, WI	No	0
7	Community College of VT 119 Pearl Street Burlington, VT 05402	No	0
8	Cyberskills Center For Media 294 N Winooski Ave Burlington, VT	No	0
9	School Of Public Communications 215 University Place Syracuse, NY	No	0
10	VT Dept of Labor 63 Pearl Street Burlington, VT 05402	No	0
11	Burlington Free Press 191 College Street Burlington, VT	No	0
12	North Country Help Wanted.com 1 Civic Center Plaza Suite 506 Poughkeepsie, NY	No	5
13	National Association Of Minority Media (NAMME) 1921 Gallows Road Suite 600 Vienna, VA	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
14	National Association Of Minority Media (NAMME) 1921 Gallows Road Suite 600 Vienna, VA	No	0
15	AMFM Jobs,.com PO Box 4116 Oceanside, CA 92052	No	0
16	CT School of Broadcasting Farmington, CT	No	0
17	National Alliance of State Broadcasters	No	0
18	Walk Ins\Personal Recommendations	No	0
19	AllAccess.com	No	20
20	In House	No	1
21	Vox AM/FM Burlington Radio Ads	NO	5
22			
23			
(etc.)			
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>43</b>

## WEZF/WCPV/WXZO/WEAV

### III. RECRUITMENT INITIATIVES

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	In House Account Executive Recruitment Initiative	. Our GM and DOS coordinated and advertised on-air an in-house recruitment initiative for potential Account Executives. Potential candidates were invited to our main office for an afternoon to learn more about opportunities in our sales department.
<b>2</b>	NORTH COUNTRY HELP WANTED Account Executive	POSTED AD ON THE WEBSITE. ASK THAT RESUMES BE SENT TO THE DOS FOR REVIEW
<b>3</b>	General Sales Manager	Posted an ad on several websites and set up interviews with potential candidates
<b>4</b>	Full time On-Air talent	Promoted in house part time personnal.
<b>5</b>		