



HALL *Communications, Inc.*

ANNUAL EEO PUBLIC FILE REPORT

For the period beginning 12/01/06 and ending 11/30/07\*

This report is not required if unit has fewer than five full-time employees.

This report consists of:

- |               |   |
|---------------|---|
| <u>Part 1</u> | Station Information   |
| <u>Part 2</u> | Recruitment sources/interviewees for each full-time vacancy |
| <u>Part 3</u> | Recruitment initiatives                                     |

Preparer: Andrea Lammy

Signature:

Andrea Lammy

Title: Bookkeeper

Date: November 30, 2007

Telephone: 802-658-1230

\*This report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site (if applicable) every year on the anniversary of the due date of the station's renewal application. The initial reporting period is from March 10, 2003, to the station's renewal filing deadline.

PART 1

This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
WOKO	FM	25867	Burlington	VT	No
WKOL	FM	68692	Plattsburgh	NY	No
WJOY	AM	25864	Burlington	VT	No
WIZN	FM	7839	Vergennes	VT	No
WBTZ	FM	52807	Plattsburgh	NY	No

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 7 full-time job vacancies were filled by the employment unit.

A total number of 29 persons were interviewed for all of the full-time vacancies.



# HALL *Communications, Inc.*

## PART 2

### FULL-TIME VACANCY #1

Job Title: Evening Announcer  
Date Filled: January 4, 2007  
Total Number of Interviewees: Five

Recruitment Sources:<sup>1</sup>

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
1.	See attached list. Each source on the attached list was contacted for this job opening. The number of interviewees referred is indicated on the list.			
2.				
3.				
4.				
5.				
6.				
7.				

(Add more sources if utilized)

<sup>1</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

**EEO LISTINGS FOR JOB POSTINGS**

These companies/organizations are the sources our companies utilizes whenever we have employment opportunities.

ORGANIZATION	CONTACT PERSON	ADDRESS	PHONE NO.	# OF INTERVIEWEES REFERRED
Hall Communications, Inc.	Website posting/In house referral	70 Joy Drive So Burlington, VT 05403	658-1230	5 *
Champlain College	Patricia Boera	Career Planning Office 163 So Willard Street Burlington, VT 05401	860-2720	
Emma Bowen Foundation (women's organization)	Sandra D. Rice V.P. Eastern Division	524 West 57th Street New York, NY 10019	212-975-2545	
Goddard College-WGDR (posted on college website)	Amanda Gustafson	P. O. Box 336 Plainfield, VT 05667	454-7762	
New England School of Communications		1 College Circle Bangor, ME 04401	888-877-1876	
NYS Department of Labor	Susan Myers	194 US Oval Plattsburgh, NY 12903	518-561-0430 x3012	
Plattsburgh State University	Carolyn Delcore, Director	Career Development Center Kehoe Administration Bldg Rm 202 101 Broad Street Plattsburgh, NY 12901	518-564-2071	
St. Michael's College	Ingrid A. Peterson	One Winooski Park Box 264 Colchester, VT 05439	654-2547	
University of Vermont	Pamela K. Gardner	Career Services Living/Learning, E. Building Burlington, VT 05405	656-3450	
Burlington Free Press	Classified Department	P. O. Box 10 Burlington, VT 05402-0010	658-3321	
Press Republican	Classified Department	170 Margaret Street Plattsburgh, NY 12901	518-561-2304	
Synergy Staffing (Employment Agency)	Sandy Phillips	3 Ewing Place Essex Jct., VT 05452	872-7191	
Vermont Employment & Training Department		59-63 Pearl Street Burlington, VT 05401	658-1120	
VT Assoc. of Broadcasters	Dennis Snyder	P. O. Box 4489 Burlington, VT 05406	658-1230	
V.A.B.I.R. (VT Assoc Business Industry & Rehab)	Allison Garand	108 Cherry Street Suite 203 Burlington, VT 05401	651-1838	



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## FULL-TIME VACANCY #2

Job Title: Event Services Coordinator  
Date Filled: March 23, 2007  
Total Number of Interviewees: Eight

Recruitment Sources: <sup>1</sup>

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
1.				See attached list. Each source on the attached list was contacted for this job opening. The number of interviewees referred is indicated on the list.
2.				
3.				
4.				
5.				
6.				
7.				

(Add more sources if utilized)

<sup>1</sup> A source with an (\*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

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Champlain College	Patricia Boera	Career Planning Office 163 So Willard Street Burlington, VT 05401	860-2720	
Emma Bowen Foundation (women's organization)	Sandra D. Rice V.P. Eastern Division	524 West 57th Street New York, NY 10019	212-975-2545	
Goddard College-WGDR (posted on college website)	Amanda Gustafson	P. O. Box 336 Plainfield, VT 05667	454-7762	
New England School of Communications		1 College Circle Bangor, ME 04401	888-877-1876	
NYS Department of Labor	Susan Myers	194 US Oval Plattsburgh, NY 12903	518-561-0430 x3012	
Plattsburgh State University	Carolyn Delcore, Director	Career Development Center Kehoe Administration Bldg Rm 202 101 Broad Street Plattsburgh, NY 12901	518-564-2071	
St. Michael's College	Ingrid A. Peterson	One Winooski Park Box 264 Colchester, VT 05439	654-2547	
University of Vermont	Pamela K. Gardner	Career Services Living/Learning, E. Building Burlington, VT 05405	656-3450	
Burlington Free Press	Classified Department	P. O. Box 10 Burlington, VT 05402-0010	658-3321	7
Press Republican	Classified Department	170 Margaret Street Plattsburgh, NY 12901	518-561-2304	
Synergy Staffing (Employment Agency)	Sandy Phillips	3 Ewing Place Essex Jct., VT 05452	872-7191	
Vermont Employment & Training Department		59-63 Pearl Street Burlington, VT 05401	658-1120	
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## FULL-TIME VACANCY #3

Job Title: Sales Executive  
Date Filled: June 1, 2007  
Total Number of Interviewees: One

Recruitment Sources: <sup>1</sup>

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
1.	See attached list. Each source on the attached list was contacted for this job opening. The number of interviewees referred is indicated on the list.			
2.				
3.				
4.				
5.				
6.				
7.				

(Add more sources if utilized)

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