

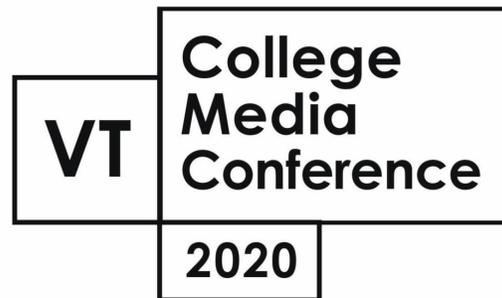


Recruit New Workforce at the 1st Ever Vermont College Media Conference Career Fair!

The majority of stations have identified workforce recruitment as their #1 challenge. To address this challenge, the VAB has been working on a number of projects to help connect TV and radio station hiring managers with potential new employees. We are thrilled to present a brand new event that will give stations the opportunity to meet and talk to media students from around the state in one centralized location!

Students studying media at Castleton, CCV, Champlain, Middlebury, Norwich, NVU-Lyndon & Johnson, Saint Michaels, UVM and VT Tech will gather at the UVM Davis Center to connect with and learn from media professionals working in the industry. Breakout sessions will be organized into four tracks; TV/Video, Radio/Audio, News and Leadership. This event will attract student editors, reporters, designers, photographers, webmasters, bloggers, multimedia producers, social media managers, producers, college station managers and others interested in the world of media.

There will be a Career Fair from 1pm-3pm, giving your stations a great opportunity to connect with students aka your future employees! Space at the Career Fair is on a 1st come, 1st serve basis. To reserve a spot, email vab@vab.org ASAP!



Saturday, April 18, 2020
Career Fair: 1pm-3pm
[Event Website](#)

Please visit workplacesforall.vermont.gov



Workplaces For All is a public service project to inform and assist Vermont employees and employers regarding best practices for preventing sexual harassment and workplace discrimination.

VAB relies on NCSA campaigns to pay for all the membership benefits we provide and VT Commission on Women invested in a VAB NCSA campaign in January & February. They are judging the results of their campaign by website traffic, so I urge you to please check it out so we can prove to them it worked!

Please Visit
workplacesforall.vermont.gov

Alert! Regulatory Obligations Not to Overlook

We are sending this alert about two items of interest from the FCC that remind broadcasters of regulatory obligations that some stations may have overlooked.

FCC Commissioner O’Rielly recently continued his investigation into payola by asking record companies about their payola practices. This focus on payola highlights that stations need to be assured no employees are receiving any consideration of value for the airing of programming without that consideration being acknowledged. Assurance should be obtained from station employees making programming decisions and selecting music via affidavits signed by employees certifying they understand and abide by FCC “payola” and “plugola” rules. If you are not requiring these from programming personnel, you should explore the use of these documents with your attorney. Read [David Oxenford’s article](#).

Consent Decree entered into by Salem Media agreeing to pay a penalty of \$50,000 and to implement a compliance plan for three years to assure adherence to the provisions of Section 73.1208 of the FCC rules. That rule section requires that broadcasters disclose to their audience that programming “creates the impression” that it is live. With the use of voice tracking, network programming, and digital technologies that allow easier inclusion of recorded segments into live programs, this decision reminds broadcasters to review their practices to make sure that the required disclosures are made. [David Oxenford has also provided more detail on this decision](#).

