

## EEO PUBLIC FILE REPORT

Covering the Period from June 1, 2011 to May 31, 2012

WSCL and WSDL

### Section 1: Vacancy Information

Full-Time Position Filled and Date of Hire	Recruitment Source of Hired Applicant	Total Interviewees from all Sources
News Reporter/ATC Host 9/7/11	No Source	None

Total number of persons interviewed during applicable period: None during this period

### Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees provided during the Period	Full-Time Position(s) for which this Source was used
CareerBuilder.com		
Current Magazine		
Corporation for Public Broadcasting fax 202 783-1019		
Salisbury Daily Times P.O. Box 1937 Salisbury, MD 21802-1937		
Mr. Terry Johnson Delaware Technical and Community College P.O. Box 610 Georgetown, DE 19947		
MD/DE/DC Broadcasters One Chase St. Suite 1130 Baltimore, MD 21202		

Placement Office Wesley College 120 N State St, Dover Delaware		
Wilmington College 3282 N. Dupont Highway, Dover, DE 19901-2218		
WSCL website <a href="http://www.wscl.org">www.wscl.org</a> <a href="http://www.delmarvpublicradio.net">www.delmarvpublicradio.net</a>		

### **Section 3: Supplemental Recruitment Activities Undertaken by WSCL**

WSCL/WSDL offers training programs for community members interested in obtaining the skills required for broadcast employment as announcers. Volunteers who wish to get on-air experience are required to complete the training before taking responsibility for a shift. Applicants are sought primarily through on-air invitations, though some learn of the program by word of mouth. The amount of training provided depends on the aptitude of the volunteer and prior experience, if any.

WSCL/WSDL has an established internship/practicum program in the news department, development department, and marketing. Salisbury University students have produced news pieces and some have aired during morning drive time. Community members have also produced news pieces and helped produce talk programs.

In the summer of 2011, the station was undergoing management transformation. The new Interim GM, who had been and remains the Corporate Support Director, hired a replacement for our All Things Considered host. The hiring was made initially as an appointment, following the allowable HR standards within Salisbury University. The person hired had been a highly successful student intern, and at the time of the hiring, a volunteer in our news department. The more formal hiring process, which should have come after this appointment, never occurred. The employee is still with us, and has proven to be outstanding. However, as we acknowledge, the process was not followed as thoroughly as it should have been. The Interim GM accepts full responsibility. The error was not made on purpose, but came mainly as a result of inexperience in a new job, on the part of the Interim GM.