

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **May 23, 2021 – May 22, 2022**

1) **Employment Unit: Delmarva Public Media**

2) **Unit Members (Stations and Communities of License): WSCL, Salisbury, MD; WSDL, Ocean City, MD**

3) **EEO Contact Information for Employment Unit:**

Mailing Address: PO Box 2596 Salisbury, MD 21802	Telephone Number: 410-546-6895
	Contact Person/Title: Gerald Weston/General Manager
	E-mail Address: gdweston@salisbury.edu

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
Development Director/SU Deputy GM	Salisbury.edu
Corporate Support/Underwriting Sales	Indeed.com
Production/Operations Director	Salisbury.edu

5) **Job Title: Development Director/SU Deputy GM Referral Source of Hiree: Salisbury.edu**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn.com	N/A	LinkedIn.com		0	No
PublicMediaJobs.org	N/A	PublicMediaJobs.org		0	No
Salisbury University Careers Page at salisbury.edu	Marissa Chávez	1101 Camden Ave, Salisbury, MD 21801	410-543-6035	2	No

Job Title: Corporate Support/Underwriting Sales Referral Source of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	Indeed.com	Indeed.com	N/A	1	No

Stations WSCL and WSDL are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Salisbury University Careers Page at salisbury.edu	Marissa Chávez	1101 Camden Ave, Salisbury, MD 21801	410-543-6035	3	No

Job Title: Production/Operations Director

Referral Source of Hiree:

Salisbury.edu

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CPB.org	N/A	CPB.org		0	No
PublicMediaJobs.org	N/A	PublicMediaJobs.org		0	No
Salisbury University Careers Page at salisbury.edu	Marissa Chávez	1101 Camden Ave, Salisbury, MD 21801	410-543-6035	4	No

6) Total # of Interviewees Referred: For the period from May 23, 2021 through May 22, 2022, this Employment Unit interviewed 10 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Programs Designed to Assist Students Interested in Pursuing Careers in Broadcasting

The Mid-Atlantic Sales and Marketing Institute is a two-semester long association between Delmarva Public Media and Salisbury University. Students are mentored in how to offer underwriting for public media, including actual customer contact and sales opportunities. Classroom instruction is provided, along with a tour of the employment unit's broadcasting facilities. Personnel involved: Underwriting and Marketing Coordinator, Development Director. Dates: September 2021 – May 2022.

(b) Initiative: Participation in Community Events

Two staff members participated in the Sunrise Rotary Breakfast to speak about Delmarva Public Media and its history, including career opportunities. Personnel involved: General Manager, Underwriting and Marketing Coordinator. Date: November 17, 2021.

(c) Initiative: Management-Level Personnel EEO Training

Management-Level Personnel (General Manager) reviewed the FCC's EEO FAQ at <https://www.fcc.gov/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies, including recruitment, initiatives, recordkeeping, and audits. Date: May 20, 2022.

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