

**Annual EEO PUBLIC FILE REPORT
WBOC, INC. IS AN EQUAL OPPORTUNITY EMPLOYER**

**Stations Comprising Station Employment Unit: WBOC-TV WGBG-FM
WBOC-FM WZBH-FM
WTDK-FM WRDE-FM
WCEM-FM WCEM-AM
WAAI-FM**

Period: June 1, 2022 thru May 31, 2023

Vacancy Information:

Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Promotions Producer	05/31/2022	Intern
Operations Technician	06/01/2022	Employee Referral
Operations Technician	06/06/2022	Draper Media Jobs
IT Technician	06/06/2022	TV Advertising
Operations Technician	06/06/2022	WBOC.com
Broadcast Journalist	07/18/2022	College Recruitment
Media Specialist/On Air Talent	07/18/2022	Employee Referral
Video Journalist	07/18/2022	College Recruitment
Video Journalist	07/25/2022	College Recruitment
Media Specialist	08/15/2022	Radio Ad
Accountant	09/19/2022	Indeed
News Producer	09/26/2022	WBOC.Com
Videographer	09/26/2022	Employee Referral
Executive News Producer	10/03/2022	WBOC.Com
Radio On Air Talent	10/03/2022	Employee Referral
Operations Technician	10/10/2022	Draper Media Jobs
Sales Assistant	11/07/2022	Employee Referral
Host - Local Program	11/14/2022	Employee Referral
Videographer/Editor	11/28/2022	TV Ad
Digital Content Producer	02/06/2023	WBOC.com
Videographer/Editor	02/06/2023	Employee Referral
Operations Technician	02/13/2023	Employee Referral
Sales Assistant/CS Producer	03/20/2023	Rehire-Draper Media Jobs
Operations Technician	03/13/2023	WBOC.com
Media Specialist	04/03/2023	TV Ad
Field Correspondent	04/10/2023	Intern-Draper Media Jobs
Editor/Studio Assistant	04/17/2023	Draper Job Fair
Videographer	05/08/2023	Employee Referral

**Total Number of Persons Interviewed During Applicable Period
Full Time Positions: 51**

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

Recruitment Source	Total # of Interviewees	Full-time Positions for Which Source was Utilized
Albert Lee Asian American Journalists 53 rd Street #108 San Francisco, CA 94102 415.346.2051 albertl@aaja.org	0	All Positions
American University (Career Day) 4400 Massachusetts Ave NW Washington, DC 20016	2	News Positions
Jessica Mimms Big Brother/Big Sisters 200 E. Main Street Salisbury, MD 21801 410.543.2447 jmimms@biglitttle.org	0	All Positions
Career Services Bowie State University 14000 Jerico Park Road Bowie, MD 20715 410.880.4100 careerservices@bowiestate.edu	0	All Positions
Norman Brooks Broadcaster Institute of MD 7200 Hartford Road Baltimore, MD 21234 410.254.2770 nb@bim.org	0	All Positions
Career Builders 618 Beam Street Salisbury, MD 21801 888-986-9880 kdickow@gannett.com	0	All Positions
Rickey Riley City College 2000 West Commercial Blvd. Suite 200 Fort Lauderdale, FL 33309 954.492.5353 ext..2227 cpersichilli@citycollege.edu	0	All Positions
Diane McCann College of Notre Dame 4701 North Charles Street Baltimore, MD 21210 410.532.5387 csl@ndm.edu	0	All Positions
Columbia University 116 th Street & Broadway New York, NY 10027	0	All Positions
Delaware State University 1200 North Dupont Highway Dover, DE 19901	0	All Positions
Jennifer Blackwell Delaware Tech Comm. College Rt 18 Georgetown, DE 19947 302-856-5430 rtuman@dtcc.edu	0	All Positions
Tim Craig/Easter Seals 1404 Forrest Avenue Dover, DE 19904 302.734.2888 tcraig@dv.esdel.org	0	All Positions
Emerson College Boston, MA	0	All Position
Frostburg State University 124 Sand Spring Hall Frostburg, MD 21532 301.687.4000	0	All Positions

careerservices@frostburg.edu		
Lynn LePore Goldey Beacom College-Placement 4701 Limestone Road Wilmington, DE 19808 302.998.8814 Careers@gbc.edu	0	All Positions
George Washington University Washington, DC	0	All Positions
High Point University High Point, NC	0	All Positions
Ithaca College (Career Day) 953 Danby Road Ithaca, NY 14850 607-274-3011	0	News Positions
Ohio University (Career Day) Columbus, Ohio	0	News Positions
Francisco Vega MD Dept. of Econ & Empl Deve. 31901 Tri County Way, Suite 111 Salisbury, MD 21804 410.546-6816 Francisco.vega@maryland.gov	0	All Positions
Mary Ashanti N.A.A.C.P. P.O. Box 1047 Salisbury, MD 21801 410.543.4187 wnaacpbranch7028@yahoo.com	0	All Positions
Rumana Sultana N.A.B. Employment Clearing 1711 North Street, N.W. Washington, DC 20036 202.429.5300 rsultana@nab.org	0	All Positions
New York University 70 Washington Square New York, NY	0	All Positions
Alex Nogales National Hispanic Media Coalition 2514 S. Grand Avenue Los Angeles, CA 90007 626-792-6462 info@nhmc.org	0	All Positions
Pennsylvania State University (Career Day) Old Main State College, PA 16801	0	News Positions
Rowan University (Career Day) Glassboro, NJ	0	News Positions
Rutgers State University 450 E. Broad Street Bridgeton, NJ 08302	3	News Positions
Syracuse University (Career Day) Syracuse, NY	0	News Positions
Charlie Endicott (Career Day) Salisbury University 1101 Camden Ave. Salisbury, MD 21801 410-543-6075 rcendicott@salisbury.edu	2	All Positions
Temple University (Career Day) Philadelphia, PA	4	News Positions
Savina Wiggins Towson State University 3000 York Road Towson, MD 21252 410.704.21620 swiggins@towson.edu	0	All Positions
Theresa Queenan UMES Placement Services Princess Anne, MD 21853 410.651.6400 ext. 6447	0	All Positions

tqueenan@mail.umes.edu		
University of Delaware Newark, Delaware	1	All Positions
University of Maryland (Career Day) College Park, Maryland 20742 301-403-1000	1	News Positions
University of North Carolina Chapel Hill, NC	1	All Positions
Christine McDermott Wesley College - Placement Svc 120 North State Street Dover, DE 19901 302-736-2579 mcdermch@wesley.edu	0	All Positions
University of South Carolina Columbia, SC	1	All Positions
Katie Ellis Wilmington University 320 DuPont Highway New Castle, DE 19720 302.356.6791 katie.p.ellis@wilmu.edu	0	All Positions
Wor-Wic Community College 33000 Campus Drive Salisbury, MD 21801 410-334-2898 LSmoot@worwic.edu	0	All Positions
WBOC Web Site –WBOC.Com-DraperMediaJobs	13	All Positions
MDDC Broadcasters Assoc. www.mdcd.com	0	News Positions
NAHJ Career Center	0	News Position
Internal Posting	0	All Positions
TV Jobs WEBSITE Tvjobs.com	0	All Positions
WBOC TV & Radio Commercial	6	Sales Asst., Account Executive, Accounting, Creative Service Producer Positions
Indeed	4	Accountant Position
LinkedIn	0	Digital News Director, Photographer, Video Journalist, Meteorologist Position
News Association Online	0	Digital News Director
Draper Media Job Fair	2	All Positions
Own Interest (Walk-ins)	0	n/a
WBOC Employee Referral	11	n/a
TOTAL NUMBER OF INTERVIEWEES	51	

*Asterisk notes recruitment sources which requested job notification announcements. (None)

Supplement Outreach Activities: 6-1-2022 to 5-31-2023

1. College Career Fairs

The station participated in various college career fairs during this reporting year. Each was attended by station personnel who have substantial responsibilities in making hiring decisions. Career fairs included:

Temple University - March 24, 2023 - attended by News Director & Asst. News Director

Ithaca College (Virtual) - November 10, 2022 - attended by Asst. News Director

Syracuse University (Virtual) - November 10, 2022 - attended by Asst. News Director

Salisbury University - October 21, 2022 - attended by Asst. News Director

University of Maryland - October 14, 2022 - attended by Asst. News Director

Ohio State University (Virtual) - March 15, 2023 - attended by News Director

American University (Virtual) - November 3, 2022 - attended by Asst. News Director

Penn State - February 24, 2023 - attended by News Director

Rowan University - March 1, 2023 - attended by News Director

Rutgers State University - March 21 & 22, 2023 - attended by News Director

American University - March 27, 2023 - attended by News Director

2. Internship Program

The station established an internship program from which, for the past year, 11 interns have gained hands-on experience in facets of broadcast operations working with news photographers, weather meteorologists, creative service producers, radio on air talent and digital producers. These programs are designed to assist students interested in pursuing a career in broadcasting. Our internship are "for college credits only".

(2) - University of Delaware

(4) - Delaware Technical Community College

(1) - University of Maryland-Eastern Shore

(3) - Salisbury University

(1) - Goldy Beacom College

3. Job Fairs

WBOC hosted a Job Fair on Saturday, February 25, 2023, at the Delaware Tech Owens Campus in Georgetown, Delaware - 60 vendors participated. Representatives from WBOC - News, Sales, Promotions, Creative Services, Radio and Digital - were available to meet with people, answer questions and take resumes. Over 750 people attended this job fair.

4. Training Program

The station maintains a training program to allow station personnel to acquire skills could qualify them for higher vacancies. The training programs are designed to enable station personnel to acquire skills that could qualify them for higher level positions. Departments involved but are not limited to news, creative services, sales, and administrative.

During this reporting period, quarterly "Reporter Workshops" are held to work with on-and-off air personnel in the station's news department regarding career and strategic skills development. As part of this program, the news director and assistant news director meets with air news talent to provide critical analysis of the talent's performance, and to provide critiques that will allow these personnel to enhance their job skills, The News Department offers an extensive training program which requires new employees to participant in a "boot camp" which is a four week plan that covers all the aspects needed for that department.

5. Mentor Program

The station also offers a mentor program to all those newly employed. The mentor offers guidance, training, and support for the new employees. A new employee is paired with an existing employee for as long as the assistance is needed. Departments involved include but are not limited to news, promotions, sales, and administrative.