

**Annual EEO Public File Report
WMDT-TV 47 IS AN EQUAL OPPORTUNITY EMPLOYER**

Coverage Period: June 1, 2015 to May 31, 2016

Station's Comprising Station Employment Unit: WMDT-TV 47, Salisbury, Maryland

Section 1: Vacancy Information		
Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hiree
Weekend Meteorologist/MMJ	6/12/15	WMDT Web Site
Photographer	7/6/15	Internal Promotion
Traffic Assistant	7/15/15	Internal Promotion
Bilingual MMJ/Producer	7/27/15	TV Jobs
Master Control Operator	8/11/15	WMDT Web Site
Photographer	8/14/15	Internal Promotion
Assignment Editor/ Associate Producer	8/26/15	WMDT Web Site
Accounting Position	8/31/15	Monster.com
MMJ	10/14/15	Internal Promotion
Weekend Producer/ Photographer/One Man Band	10/14/15	TV Jobs
Technical Director/ Studio Technician/Editor	11/23/15	WMDT Web Site
Account Executive Trainee	1/4/16	WMDT Web Site
Sports Reporter/Producer	1/22/16	TV Jobs
Photographer	3/1/16	WMDT Web Site

Total Number of Persons Interviewed During Applicable Period: 77

Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Ms. Jessica Mimms	0	All Positions
Big Brother/Big Sisters		
Greater Salisbury Bldg-200 W. Main St.		
Salisbury, MD 21801		
410.543.2447-ext.311		
jmimms@biglittle.org		

Mr. Norman Brooks	0	All Positions
Broadcaster Institute of MD		
7200 Hartford Road		
Baltimore, MD 21234		
410.254.2770		
nb@bim.org		

Ms. Claire Persichilli	0	All Positions
City College		
1401 W. Cypress Creek Road		
Fort Lauderdale, FL 33309		
954.492.5353		
cpersichilli@citycollege.edu		

Ms. Kim Dickow	0	None
Daily Times / Gannett / Career Builder.com		
618 Beam Street		
Salisbury, MD 21801		
888.986.9880		
kdickow@gannett.com		

Mr. Bill Means	0	All Positions
Delaware State - Career Place		
1200 North Dupont Highway		
Dover, DE 19901		
302.857.6120		
dcallen@desu.edu		

Mr. Al Hopkins	6	All Positions
Dept. of Labor, Job Bank		
P.O. Box 616		
Dover, DE 19903		
302.739.5473		
ahopkins@state.de.usn		
Mr. James Pacer	0	All Positions
Dover AFB, Family Support		
436thMSS/DPF-263 Chad St, 1 st		
Dover, DE 19901		
302-677-6930		
james.pacer@dover.af.mil		
Ms. Lynn LePore	0	All Positions
Goldey Beacom College-Placement		
4701 Limestone Road		
Wilmington, DE 19801		
302.998.8814		
careers@gbc.edu		

Ms. Carol Dudley	0	
Howard Uni.-School of Comm.		All Positions
525 Bryant Street, N.W.		
Washington, DC 20059		
202.806.5806		
cdudley@howard.edu		
Mr. Richard Drake	0	
MD Dept. of Econ & Empl Deve.		All Positions
917 Mt. Hermon Road, Suite 1		
Salisbury, MD 21804		
410.341.8533 – ext.1215		
richard.drake@maryland.gov		
Ms. Gail Summerville		
Maryland, DC, Delaware Broadcasters Assn.	0	All Positions
1 E. Chase Street - Suite 1130		
Baltimore, MD 21202		
410.653.4122		
info@mdcdbroadcasters.com		

Mr. Mark Shilstone		Weekend Meteorologist/MMJ
Medialine	0	Photographer (3)
P.O. Box 51909		Bilingual MMJ/Producer
Pacific Grove, CA 93950		Assignment Editor/Associate Producer
800.237.8073		MMJ
medialine@medialine.com		Weekend Producer/Photographer/One Man Band
		Sports Reporter/Producer
Ms. Mary Ashanti		
N.A.A.C.P.	0	All Positions
P.O. Box 1047		
Salisbury, MD 21801		
410.543.4187		
wcnacpbranch7028@yahoo.com		
Mr. Charlie Endicott		
Salisbury University	4	All Positions
SU Placement Services		
Salisbury, MD 21801		
410.543.6000		
raemery@salisbury.edu		
Mr. Leo McNeil	0	All Positions
Shore Up! Inc.		
P.O. Box 430		
Salisbury, MD 21803		
410.749.1142 ext. 321		
lmcneil@shoreup.org		

Mr. Mark Holloway	14	Weekend Meteorologist/MMJ
TVJobs/Broadcast Employment Serv.		Photographer (3)
P.O. Box 4116		Bilingual MMJ/Producer
Oceanside, CA 92052		Assignment Editor/Associate Producer
800.374.0119		MMJ
jobs@tvjobs.com		Technical Director/Studio Technician/Editor
		Weekend Producer/Photographer/One Man Band
		Sports Reporter/Producer

Ms. Theresa Queenan	0	All Positions
University of Maryland, Eastern Shore		
Placement Services		
Princess Anne, MD 21853		
410.651.6400 ext. 6447		
tqueenan@mail.umes.edu		
Ms. Christine McDermott		
Wesley College-Placement Service	0	All Positions
120 North State Street		
Dover, DE 19901		
302-736-2429		
mcdermch@wesley.edu		
Ms. Elaine Haggerty	49	
WMDT-47 Website, Newsletter, Bulletin Boards, Face Book, & Twitter		All Positions
P.O. Box 4009		
Salisbury, MD 21803		
410.742.4747-ext. 340		
wmdt@wmdt.com		
WMDT – TV Broadcast Schedule	0	Account Executive Trainee
8/18/15-9/20/15		

Wor-Wic Community College		
32000 Campus Drive	1	All Positions
Salisbury, MD 21801		
410.334.2800		
lsmoot@worwic.edu		
Ms. Jennifer Blackwell	0	All Positions
DE Technical & Community College		
Route 18		
Georgetown, DE 19947		
302-855-5951		
rtuman@dtcc.edu		
Ms.Emilie Bonano	0	All positions
Bethany/Fenwick Chamber of Commerce		
36913 Coastal Highway		
Fenwick, DE 19944		
302-539-2100-ext. 12		
Emilie@bethany-fenwick.org		
Ms. Lisa Dennis	0	All positions
Ocean City Chamber of Commerce		
12320 Ocean Gateway		
Ocean City, MD 21842		
410-213-0552		
lisa@oceancity.org		
Mr. Michael Bille	0	Weekend Meteorologist/MMJ
Collective Talent		Bilingual MMJ/Producer
www.collectivetalent.com		MMJ
813-254-9695		Sports Reporter/Producer

Academy of Art University jobs.academyart.edu/job_listings.html	0	None
Brian Dragonnuk dragonukconnects.com/browse_jobposts.php	0	None
Mr. Kevin Andrade WJWL/WXSH Radio Spanish Radio Station 302-228-8942 kevin@thevoiceradionetwork.com	0	All Positions
Radio & Television Business Report April McLynn P.O. Box 6633 Woodbridge, VA 22195 703-490-3099 rbr.com/classifieds/submit-a-media-job/	0	Weekend Meteorologist/MMJ Photographer (3) Bilingual MMJ/Producer MMJ Weekend Producer/Photographer/One Man Band
Monster Worldwide Inc.- Monster.com 133 Boston Post Rd. Weston, MA 02493 978-461-8000 ecomsystem@monster.com	2	Accounting Position
Sportscasters Talent Agency of America Jon Chelesnik 949-648-7822 jon@staatalent.com	1	Sports Reporter/Producer
TOTAL NUMBER OF INTERVIEWEES	77	

Included in this total number of persons interviewed during applicable period we had 4 internal promotions (which resulted from a full recruitment effort).

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

Section 3: Supplemental Outreach Activities -6-1-15 to 5-31-16

1. Community speaking engagements regarding career opportunities in broadcasting

General outreach efforts are bolstered by public speaking engagements by staff which includes, but is not limited to schools, civic and church organizations and area colleges. This year's engagements include:

- One of our anchors participated in the 2015 Chefs for Habitat fundraiser for Habitat for Humanity on September 19.
- On September 21 one of our anchors went to Stevensville Middle School to speak to students about broadcasting.
- On October 25 one of our anchors emceed the Alzheimer's Walk.
- On October 29 one of our anchors conducted a tour for students that attend the Broadcasting Institute of Maryland located in Baltimore.
- One of our anchors spoke to a Salisbury University class on "soft skills" in the workplace. (proper way to conduct yourself in various aspects).
- On October 30 students from Stevensville Middle School came here and met one of our anchors for a tour.
- On November 7th one of our anchors spoke in the Salisbury University development class.
- One of our meteorologists attend the Boy Scouts of America Prayer Breakfast on November 11.
- On November 12 one of our anchors gave the keynote address at the Pathways to Success Summit.
- One of our meteorologists visited the 3rd grade "magnet" students at North Salisbury Elementary School on November 12.
- On November 18 North Salisbury Elementary students came to the station and met with one of our anchors and one of our meteorologists.
- On December 4 one of our anchors emceed the Selbyville Christmas Parade.
- One of our anchors emceed the fashion show for the Cambridge Chapter of Delta Sigma Theta Sorority on December 5.
- On January 6 one of our anchors visited the Prince Street Elementary School to speak to the CAT Club (Communications and Technology Club).
- The 5th graders from the CAT Club of Prince Street Elementary School came to the station to observe our noon newscast.
- On January 14th 3 different North Salisbury Elementary School groups came to the station to meet with our weather department.
- On January 29 one of our anchors went to St. Francis de Sales school and spoke to students about broadcasting.
- One of our anchors went to Delmar High School's to attend their career day on February 22.
- On February 26th our chief meteorologist visited 4 first grade classes at North Dover Elementary School to speak to them about weather.
- On February 29 children from the YMCA came to our station for a tour hosted by our sports director and one of our anchors.
- On March 2 one of our producers spoke with students at Salisbury University, critiquing their newscast.
- One of our reporters was on a panel at Salisbury University – Society of Professional Journalists (SPJ) chapter of "Race in the Media" event on March 7.
- On March 16 one of our meteorologists was a member of a panel to speak about her career with Women Supporting Women and the Chamber of Commerce.

- On March 21 one of our reporters served as emcee for the Boy Scouts of America Delmarva Council 2016 Friends of Scouting Community Investor Breakfast.
- Our chief meteorologist went to 3 classes at Towne Point Elementary in Dover on March 23 to speak about weather.
- One of our reporters and one of our meteorologists spoke to the Lion's Club in Fruitland about their careers in broadcasting on March 24.
- One of our reporters attended the Worcester County teacher of the year banquet on April 1.
- On April 6 one of our reporters spoke with a multi-media class at the Dorchester Career and Technology Center about his journey to broadcast television and shared thoughts with them on career development.
- On April 7 one of our anchors spoke at the Light of Literacy Awards.
- One of our sports reporters emceed the Seasons of Life memorial walk on April 9.
- On April 23 one of our reporters was Mistress of Ceremonies at the 2016 Showcase of Christian Authors banquet.
- On April 26 one of our meteorologists will be giving a tour to a group of Tiger Cub Scouts.
- On April 27 the Salisbury University Meteorology club came to the station for a tour and to observe the News Hour from 5:30-6:30 PM hosted by our Chief Meteorologist.
- On May 3rd one of our anchors participated in the Entrepreneurs Academy Meet & Greet sponsored by the Salisbury Area Chamber of Commerce At Salisbury University.
- On May 4 our Digital Manager gave a consumer presentation to University of Maryland, Eastern Shore students on the spring job market.
- One of our anchors spoke to students during their career day at Wicomico Middle School on May 6.
- One of our anchors emceed the Kidney Walk on May 15.
- On May 21 one of our anchors and one of our reporters attended the Hats for Hospice Coastal Hospice fundraiser.
- On May 27 one of our anchors will participate in the Career Café for 8th graders at Snow Hill Middle School.
- Students from a class at Salisbury University came to our station to observe our broadcast and meet with our anchors. They observed on the following newscast dates:
1 student on each of the following dates:
October 28, November 11, November 13, November 25, December 4, December 6, December 14, February 11, April 12 & May 9
3 students on November 22 & May 4
2 students on December 7
- On May 20 4 Students from University of Maryland, College Park came to our station to observe our noon newscast from a technical perspective.
- In addition we periodically have individuals take part in something called "Weathercaster Wannabees" – they work with our meteorologists and learn how to take part in broadcasting the weather and it is pre-recorded. This recorded segment is shown on our morning news program the next day so that the forecast is accurate for the date.
The weather department did training for individuals for "weathercaster wannabee" segments;
1 training on each of the following dates:
June 16; July 6, 13, & 21 October 18; November 2, 18, & 24; December 17 & 28; January 18; March 21, 22, 24, & 31, April 18, May 12, and May 31.

2. Internship Program

The station provides year round news, weather, and production internship programs for college students. These programs are designed to assist students interested in pursuing a career in broadcasting. In this reporting year, we accepted students from University of Maryland-College Park, University of Maryland-Eastern Shore, Salisbury University, Pocomoke High School, and Delmar High School. Our internships are "for credit only".

Summer 2015	1 student – (news)
Fall 2015	2 students – (news)
Spring 2016	3 students – (news)

3. Job Fairs

We participated in various job fairs during this reporting year. Each was attended by station personnel who have substantial responsibilities in making hiring decisions. Job fairs included:

Salisbury University – September 30, 2015 - attended by our Digital Sales Manager and News Director

University of Maryland-Eastern Shore – October 1, 2015 – attended by our Sales Manager and Local Sales Manager

Salisbury University – February 17, 2016 – attended by our Sales Manager and Local Sales Manager

University of Maryland Eastern Shore – February 25, 2016 – attended by our Sales Manager and Local Sales Manager

Building Delmarva Job Fair – Saturday, March 19, 2016 – a attended by our Sales Manager and Digital Sales Manager

Wor-Wic Community College – March 31, 2016 – attended by our Digital Sales Manager and our Business Manager

4. Training regarding equal employment opportunities and discrimination prevention

The station provides on-going training to all station personnel, including those at management level, designed to ensure equal employment opportunities and to prevent discrimination and harassment. The video is titled "Sexual Harassment: A Commonsense Approach". All employees are required to view this video. Dates and times offered this reporting year are:

August 5, 2015	9:00 AM and 2:00 PM
February 24, 2016	9:00 AM and 2:00 PM

"It Takes All Kinds...Diversity in the Workplace". The employees are required to view this video that breaks down the workplace stereotypes and teaches the value of a diverse staff. The dates and times for this are:

August 5, 2015	9:00 AM and 2:00 PM
February 24, 2016	9:00 AM and 2:00 PM

5. Staff Training

The station has a policy of promoting from within and therefore offers many internal cross training opportunities. The training programs are designed to enable station personnel to acquire skills that could qualify them for higher level positions. In this reporting year the station has trained and promoted internally the following positions:

- Master Control Operator to Traffic Assistant
- Studio Technician to Photographer
- Studio Technician to Photographer
- News Producer/Reporter to Multi Media Journalist (MMJ)

On Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WMDT-TV to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, e-mail address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices. Requests should be directed to General Manager, WMDT-TV, and P.O. Box 4009, Salisbury, MD 21803. We appreciate your organization's help in publicizing our job openings! WMDT-TV is an Equal Opportunity Employer.