

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

Coverage Period: June 1, 2016 to May 31, 2017

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
Digital & Traffic Assistant	7/25/2016	Internal Promotion
Accounting Position	7/5/2016	WMDT Web Site
Technical Director/Studio Technician/Editor	7/1/2016	SU Job Posting
General Assignment Reporter/MMJ	6/20/2016	TV Jobs
Photographer/MMJ	6/1/2016	WMDT Web Site
Web Producer	7/1/2016	WMDT Web Site
Account Executive	8/16/2016	TV Ad
Account Executive	8/23/2016	WMDT Web Site
Assignment Editor/Associate Producer	6/8/2016	WMDT Web Site
MMJ/Weekend Producer	7/25/2016	WMDT Web Site
Technical Director	7/1/2016	Internal Promotion
Account Executive	9/19/2016	Walk In
Account Executive	9/27/2016	TV Ad
News Anchor	3/13/2017	WMDT Web Site
News Producer	10/24/2016	WMDT Web Site
Technical Director/Studio Technician/Editor	1/16/2017	Job Fair
Account Executive	3/1/2017	WMDT Web Site
Evening News Producer	1/16/2017	WMDT Web Site
MMJ/Producer	2/15/2017	WMDT Web Site
Web Producer	12/12/2016	WMDT Web Site
Photographer	3/15/2017	Internal Promotion
Morning News Producer	2/1/2017	WMDT Web Site
Meteorologist/Web Producer	3/8/2017	TV Jobs

Total Number of Persons Interviewed During Applicable Period:

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		
443-366-2471		
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	1	Accounting Position
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		
302.857.6125		
bmeans@desu.edu		

Mr. Al Hopkins	0	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		
302.225.6256		
careers@gbc.edu		

Ms. Carol Dudley	0	All Positions
Howard Uni.-School of Comm.		
525 Bryant Street, N.W.		
Washington, DC 20059		
202.806.5806		
cdudley@howard.edu		
Mr. Francisco Vega	0	All Positions
MD Dept. of Econ & Empl Deve.		
31901 Tri County Way, Suite 111		
Salisbury, MD 21804		
410.546.6816		
francisco.vega@maryland.gov		
Ms. Gail Summerville	0	All Positions
Maryland, DC, Delaware Broadcasters Assn.		
150 Fayetteville St., Suite 1270		
Raleigh, NC 27601		
888.366.6323		
info@mdcdbroadcasters.com		

Mr. Rich Everett	0	All Positions
Medialine		
P.O. Box 51909		
Pacific Grove, CA 93950		
703.364.7564		
medialine@medialine.com		
Ms. Mary Ashanti	0	All Positions
N.A.A.C.P.		
P.O. Box 1047		
Salisbury, MD 21802		
410.543.4187		
wcnacpbranch7028@yahoo.com		
Mr. Charlie Endicott	2	All Positions
Salisbury University		
Associates Director of Career Services		
1101 Camden Ave.-GUC		
Salisbury, MD 21801		
410.543.6075		
rcendicott@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	31	All Positions
TVJobs/Broadcast Employment Serv.		
P.O. Box 4116		
Oceanside, CA 92052		
800.374.0119		
admin@tvjobs.com		

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	0	All Positions
Wesley College-Placement Service		
120 North State Street		
Dover, DE 19901		
302.736.2579		
mcdermch@wesley.edu		
Ms. Tracy Shrieves	57	All Positions
WMDT-47 Website, Newsletter, Bulletin Boards, Face Book,		
P.O. Box 4009		
Salisbury, MD 21803		
410.742.4747-ext. 346		
wmdt@wmdt.com		
Lori Smoot Wor-Wic Community College		
32000 Campus Drive	0	All Positions
Salisbury, MD 21801		
410.334.2898		
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	1	All positions
Bethany/Fenwick Chamber of Commerce		
36913 Coastal Highway		
Fenwick, DE 19944		
302.539.2100-ext. 111		
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	News Anchor
Collective Talent		Photographer/MMJ
www.collectivetalent.com		General Assignment Reporter/MMJ
813.254.9695		
Nicole Higgins DHR-Wicomico County	0	All Positions
Tri-County Way Suite 110		
Salisbury, MD 21804		
410.546.6853		
Academy of Art University	0	None
jobs.academyart.edu/job_listings.html		
Brian Dragonuk	0	None
dragonukconnects.com/browse_jobposts.php		
Mr. Kevin Andrade	0	All Positions
WJWL/WXSH Radio		
Spanish Radio Station		
302-228-8942		
kevin@thevoiceradionetwork.com		
Radio & Television Business Report	0	All Positions
April McLynn		
P.O. Box 6633		
Woodbridge, VA 22195		
703-490-3099		
rbr.com/classifieds/submit-a-media-job/		

Monster Worldwide Inc. - Monster.com	0	Accounting Position
133 Boston Post Rd.		
Weston, MA 02493		
978-461-8000		
ecomsystem@monster.com		
Sportscasters Talent Agency of America	0	Sports Department Openings Only
Jon Chelesnik		
949-648-7822		
jon@staatalent.com		
TOTAL NUMBER OF INTERVIEWEES	92	

Included in this total number of persons interviewed during applicable period we had 2 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:

- On July 12th one of our anchors and meteorologist gave a tour to Wicomico County behavior-risk students.
- July 14th & 15th one of our Technicians worked building for Habitat for Humanity.
- On September 15th one of our anchors hosted a garden party at the MAC Center.
- On September 18th two of our anchors were hostess as Festival Hispano in Georgetown, Delaware.
- On September 21st our news anchor and meteorologist gave a tour to SU College Students.
- On October 4th, one of our anchors judges talent show in Crisfield to benefit United Way.
- On October 6th, our meteorologist visited and did a presentation at North Salisbury Elementary.
- On October 8 one of our anchors emceed the Alzheimer's Walk.
- On October 21st two of our anchors hosted a table at the 3rd Friday Comic Con.
- On October 23rd three of our anchors hosted a table at Trick or Treat Street in Salisbury.
- On October 27th a weather presentation was done for Fruitland Intermediate School.
- On November 9th Weather Presentation at Fruitland Intermediate School.
- November 18th, Weather Presentation at Mardela High School with one of our anchors and meteorologist.
- November 18th, a Station tour was given to North Salisbury Elementary by one of our meteorologist
- On November 18 North Salisbury Elementary Magnet students came to the station and met and toured our station with one of our anchors and one of our meteorologists.
- November 22 one of our anchors spoke to three classes at Pocomoke High School.
- On December 2 one of our anchors emceed the Selbyville Christmas Parade.
- On January 11 one of our anchors visited the Prince Street Elementary School to speak to the CAT Club about broadcasting (Communications and Technology Club).
- On January 18th students from the CAT Club of Prince Street Elementary School came to tour the station and to talk with one of our anchors
- On February 9th, one of our anchors and meteorologist talked and showed a newscast with SU American Meteorologist Society Club as they visited our station.
- On February 10th Boy Scout troop toured our station and our Chief Meteorologist gave the tour.
- On February 24th four groups from Pemberton Elementary School were given a tour by our Meteorologist and News Director.
- On March 14 one of our reporters was the guest speaker at the Annual Women's History Month Luncheon at Wor-Wic Community College.

- One of our reporters and one of our meteorologists spoke to the Salisbury Chamber of Commerce's 10th Annual Career Day at Salisbury University on March 22nd.
- On March 24th, our meteorologist gave a station tour to Pemberton Elementary School.
- On April 20 two of our anchors emceed the Light of Literacy Breakfast and awards, also in attendance was our news director.
- On April 21st one of our anchors attended the awards receipts from the Lower Shore Clinic
- On April 25th Chipman Elementary School Students visited the station and toured with two of our anchors
- On April 28th on of our programming technicians talked at the Pocomoke High School Career Day.
- On April 29th, one of our anchors joined with Salisbury Police Department to participate in a fundraiser for Special Olympics Maryland
- On April 30th one of our anchors participated in the Life Crisis Pinwheels for Protection 5K Color Run.
- On May 4th our meteorologist tended the Career Fair at Fruitland Intermediate School
- May 9th one of our anchors attended the Media Meet and Greet for the Young Entrepreneurs Academy.
- One of our anchors emceed the Salisbury Kidney Walk on May 17.
- May 20th, one of our anchors participated in the Wicomico County Humane Society "Paws for a Cause".
- 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:
September 12, November 3, February 10, March 3, April 26.

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 2016	3 student – (news)
Fall 2016	2 students – (news)
Spring 2017	2 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 28, 2016 - attended by our department Managers

University of Maryland-Eastern Shore – October 6, 2016 – attended by our department Managers

Center of Salisbury – November 3, 2016 – attended by our General Manager and our Sales Manager

Building Delmarva Job Fair – Saturday, March 19, 2016 – 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

Salisbury University – February 15, 2017 – attended by our News Manager and Sales Managers

University of Maryland Eastern Shore – February 23, 2017 – attended by the head of our Technical Department, General Manager, and our Sales Managers

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 18, 2016	9:00 AM and 2:00 PM
February 16, 2017	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 18, 2016	9:00 AM and 2:00 PM
February 16, 2017	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:

- Part-Time Editor/Studio Technician to Full-Time Photographer
- News Web Producer to Digital & Traffic Assistant

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.