

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

Coverage Period: June 1, 2019 to May 31, 2020

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

[illegible]

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	0	All Positions
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		
Indeed Job Search	1	Payroll/Accounts Payable Clerk
Indeed.com	3	Media Specialist
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	0	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		All Positions
TVJobs/Broadcast Employment Serv.	3	Meteorologist
P.O. Box 4116	1	MMJ/Producer
Oceanside, CA 92052	3	Sports Reporter
800.374.0119		
admin@tvjobs.com		

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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		
Amy Clough		All Positions
WMDT-47 Website, Newsletter, Bulletin Boards, Face Book,	10	Meteorologist
P.O. Box 4009	2	MMJ/Producer
Salisbury, MD 21803	2	News Anchor
410.742.4747-ext. 346	3	Supervising Tech Director
wmdt@wmdt.com	1	Media Specialist
	3	Sports Reporter
Lori Smoot Wor-Wic Community College		
32000 Campus Drive	0	All Positions
Salisbury, MD 21801		
410.334.2898		
lsmoor@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. 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		
Linked In	1	MMJ/Producer
www.linkedin.com		
Mr. Michael Bille	0	All Positions
Collective Talent		
813.254.9695		
www.collectivetalent.com		
Nicole Higgins DHR-Wicomico County	0	All Positions
Tri-County Way Suite 110		
Salisbury, MD 21804		
410.546.6853		
Nicolee.higgins@maryland.gov		
Academy of Art University	0	None
jobs.academyart.edu/job_listings.html		
Brian Dragonnuk	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	None
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	33	

Included in this total number of persons interviewed during applicable period we had 1 internal promotion (which resulted from a full recruitment effort).

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

Section 3: Supplemental Outreach Activities -6-1-19 to 5-31-20

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:

6-3-19 Ryan, Julian, Jonah and Colin participated in the Delaware FCA Golf Tournament in Long Neck
6-6-19 Daniel Weather Wannabe Ava
6-10-19 Taylor spoke at the 5th Grade promotion ceremony at Maple Elementary school in Cambridge
6-13-19 Daniel Weather Wannabe Legend
6-18-19 Julian spoke to Lower Shore/Go-Getters and gave them media training
6-18-19 Daniel, Jean, Ulises attended Weather Watcher Reception Dinner
7-18-19 – 7-27-19 Various team members held meet and greets at the Delaware State Fair in Harrington
8-10-19 Brooke emceed the 2nd annual Tunnel 2 Tower 5K in Delaware, Ryan and Ulises ran the race
8-12-19 Daniel Weather Wannabe Cooper
8-14-19 Daniel Weather Wannabe Elana
8-19-19 Daniel Weather Wannabe Morgan
9-4-19 Erica spoke to Journalism students at UMES
9-7-19 Julian spoke on stage at the National Folk Festival in Salisbury and joined the bucket brigade
9-15-19 Ulises hosted a table at Festival Hispano in Georgetown
9-27-19 Ryan appeared in the Salisbury Chamber of Commerce Golf Tournament
10-3-19 Julian hosted Delmarva Idol Search at UMES
10-4-19 Daniel visited North Salisbury Elementary School
10-8-19 Taylor spoke to students at SU in communication class
10-9-19 – 10-10-19 Jean visited Fruitland Intermediate School
10-13-19 Brooke emceed the Salisbury Kidney Walk
10-16-19 – 10-17-19 Jean gave station tour to Fruitland Intermediate School
10-23-19 Ryan moderated a Salisbury Mayoral forum at SU
11-15-19 Daniel visited Glen Avenue Elementary School
11-19-19 Jean & Daniel gave station tour to North Salisbury
11-26-19 Jean attended Career Day at Hurlock Elementary School
12-4-19 Daniel Weather Wannabe William
12-5-19 Ulises & Julian and Daniel walked in the Georgetown Christmas Parade
12-6-19 Ryan emceed the Selbyville Christmas Parade and Daniel walked in it
12-6-19 Jean visited Love Creek Elementary School
12-7-19 Brooke emceed the OC Christmas parade, Julian and Jean walked in it
12-8-19 Taylor judged the Salisbury Christmas parade and Ulises walked in it
12-9-19 Erica participated in the Great Shake event at Prince Street Elementary
12-12-19 Several team members rang the bell for Salvation Army outside Macys in Salisbury
1-3-20 Camila participated in Multicultural night at Seaford High School
1-9-20 Daniel Weather Wannabe Mikayla
1-25-20 Julian traveled to Parris Island with local teachers for a Marine experience
2-11-20 Daniel Weather Wannabe Mike
3-6-20 Camila and Ulises read to students for Dr. Seuss Day at Fruitland Primary School
3-8-20 Brandon played with the Harlem Globetrotters in Salisbury

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 train individuals for "weathercaster wannabee" segments; .

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, University of Kentucky, and Penn State University. Our internships are "for credit only".

Summer 2019	1 students – (Weather)
Fall 2019	1 students – (news, sports)

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 – November 5, 2019 - attended by our General Manager and Sales 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 during their onboarding procedure.

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:

- Studio Technician to Supervising Technical Director

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.