

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

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

Period: June 1, 2020 thru May 31, 2021

Vacancy Information:

Full-time Positions Filled By Job Title	Date of Hire	Recruitment Source of Hiree
Video Journalist	07/06/2020	Temple University
Account Executive	07/13/2020	WBOC.Com
Video Journalist	07/13/2020	Employee Referral
Account Executive	07/13/2020	WBOC.Com
Video Journalist	08/10/2020	WBOC.Com
Video Journalist	08/10/2020	Temple University
News Producer	08/17/2020	Rowan University
Anchor/Broadcast Journalist	09/14/2020	TV Jobs.Com
Videographer	09/28/2020	WBOC.Com
Photographer-Editor	10/26/2020	Rowan University
Ignite Operator/Master Control	11/02/2020	Rowan University
Creative Service Producer	11/16/2020	TV Ad
Receptionist	12/28/2020	Employee Referral
Creative Service Producer	02/8/2021	WBOC.Com
Graphic Artist	02/15/2021	WBOC.Com
Editor/Studio Assistant	03/01/2021	Internship
Creative Services Producer	03/08/2021	WBOC.Com
Ignite Operator/Master Control	02/22/2021	Rowan University
Editor/Photographer	03/15/2021	Own Interest
Video Journalist	05/17/2021	Ex- Employee Referral
Meteorologist	05/17/2021	WBOC.Com

Total Number of Persons Interviewed During Applicable Period

Full Time Positions: 66

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@aja.org	0	All Positions
American University (Career Fair) 4400 Massachusetts Ave NW Washington, DC 20016	0	All Positions
Jessica Mimms Big Brother/Big Sisters 200 E. Main Street Salisbury, MD 21801 410.543.2447 jmimms@biglittle.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 cctl@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 (Career Fair) Boston, MA	0	All Position
Fenwick Chamber of Commerce 36913 Coastal Highway Fenwick, DE 19944 302-539-2100 Emilie@bethany-fenwick.org	0	All Positions
Frostburg State University 124 Sand Spring Hall Frostburg, MD 21532	0	All Positions

301.687.4000 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
Ithaca College 953 Danby Road Ithaca, NY 14850 607-274-3011	1	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 Fair) Old Main State College, PA 16801	0	All Positions
Rowan University (Career Fair) Glassboro, NJ	11	All Positions
Rutgers State University 450 E. Broad Street Bridgeton, NJ 08302	0	News Positions
Syracuse University (Career Fair) Syracuse, NY	0	News Positions
Charlie Endicott Salisbury University 1101 Camden Ave. Salisbury, MD 21801 410-543-6075 rcendicott@salisbury.edu	3	All Positions
Temple University (Career Fair) Philadelphia, PA	5	News Positions
Savina Wiggins Towson State University 3000 York Road Towson, MD 21252 410.704.21620 swiggins@towson.edu	0	All Positions
Theresa Queenan (Career Fair) UMES Placement Services Princess Anne, MD 21853 410.651.6400 ext. 6447 tqueenan@mail.umes.edu	0	All Positions
University of Maryland (Career Fair) College Park, Maryland 20742 301-403-1000	1	All Positions
Christine McDermott Wesley College - Placement Svc 120 North State Street Dover, DE 19901	0	All Positions

302-736-2579 mcdermch@wesley.edu		
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	14	All Positions
WBOC Facebook Page	10	All Positions
MDDC Broadcasters Assoc. www.mdcd.com	0	News Positions
NAHJ Career Center	0	Meteorologist Position
Internal Posting	1	All Positions
TV Jobs WEBSITE Tvjobs.com	1	All Positions
WBOC TV & Radio Commercial	8	Chief Engineer, Sales Asst. , Account Executive Positions
News Check Media	0	Chief Engineer Position
DCA Talent Agency	0	Meteorologist Only
Society of Broadcast Engineers	0	Chief Engineer Position
Own Interest (Walk-ins)	1	n/a
WBOC Employee Referral	10	n/a
TOTAL NUMBER OF INTERVIEWEES	66	

Included in this total number of persons interviewed during applicable period we had 4 internal promotions.

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

Supplement Outreach Activities: 6-1-2020 to 5-31-2021

1. College Virtual 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 10, 2021 - attended by WBOC & WRDE News Director

UMES - February 23, 2021 - attended by WRDE News Director

UMES - February 25, 2021 - attended by WBOC Asst. News Director

Syracuse University - March 5, 2021 - attended by WBOC Asst. News Director

Penn State - February 19, 2021 - attended by WRDE News Director

American University - February 25, 2021 - attended by WBOC News Director

Emerson College - March 18, 2021 - attended by WBOC News Director

Rowan University - April 14, 2021 - attended by WBOC News Director

University of Delaware - March 9, 2021 - attended by WRDE News Director

2. Virtual Internship Program

The station established an internship program from which, for the past year, 2 interns have gained hands-on experience in facets of broadcast operations working with creative service producers. These programs are designed to assist students interested in pursuing a career in broadcasting. Our internship are "for college credits only".

(2) - Delaware Technical Community College

3. 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.

- News Photographer to Assignment Manager
- Sales Assistant to Creative Services Manager
- Traffic Assistant to Traffic Manager
- Senior Account Executive to General Manager

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.

4. 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.