

**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, 2023 thru May 31, 2024

Vacancy Information:

Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hire
News Photographer/Editor	06-07-2023	Draper Media Jobs
Video Journalist/Weather	06-12-2023	American University
News Photographer/Editor	06-19-2023	Salisbury University
Creative Services Producer	06-19-2023	Draper Media Jobs
News Photographer/Editor	06-19-2023	Draper Media Jobs
News Producer	07-10-2023	Draper Media Jobs
Promotions Producer	07-31-2023	Draper Media Jobs
Operations Technician	08-07-2023	Draper Media Jobs
News Photographer	08-14-2023	Draper Media Jobs
Delmarva Life - Studio Asst.	08-14-2023	Draper Media Jobs
Delmarva Life - Videographer	08-21-2023	Draper Media Jobs
Operations Technician	09-11-2023	Draper Media Jobs
News Photographer/Editor	10-02-2023	Draper Media Jobs
News Photographer/Editor	10-17-2023	Draper Media Jobs
Operation Technician	11-06-2023	Draper Media Jobs
Operation Technician	11-13-2023	Draper Media Jobs
Vice President Human Resources	01-08-2024	Indeed
News Producer	01-15-2024	Former Intern
Operations Technician	01-29-2024	Draper Media Jobs
Coast Life Field Correspondent	04-01-2024	Draper Media Job Fair
Traffic Assistant	04-01-2024	Draper Media Job Fair
Accountant	04-02-2024	Radio/TV Commercial
Operations Technician	04-29-2024	Draper Media Jobs

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
EEO Email List		
MD Dept. of Econ & Empl Deve. Francisco Vega 31901 Tri County Way, Suite 111 Salisbury, MD 21804 410.546-6816 Francisco.vega@maryland.gov	0	All Positions except VP Human Resources Human Resources Specialist
MDCD Broadcasters Assoc Gail Summerville 150 Fayetteville St Raleigh, NC 27601 888-366-6323 info@mdcdbroadcasters.com	0	All Positions except VP Human Resources Human Resources Specialist
National Urban League Yolanda Richards 120 Wall Street New York, NY 1005 212-558-5300 info@nul.org	0	All Positions except VP Human Resources Human Resources Specialist
National Hispanic Media Coalition Alex Nogales 2514 S. Grand Avenue Los Angeles, CA 90007 626-792-6462 info@nhmc.org	0	All Positions except VP Human Resources Human Resources Specialist
Wor-Wic Community College 33000 Campus Drive Salisbury, MD 21801 410-334-2898 careerservices@worwic.edu	0	All Positions except VP Human Resources Human Resources Specialist
HandShake.com 27 Universities and Colleges Recruitment Trips	6	All News Positions
Draper Media Jobs (Website)	33	All Positions
TVJOBS.Com (Website)	0	All Positions Except VP HR
WBOC TV and Radio Commercial	12	VP HR, HR Specialist, Accountant
Indeed	6	VP Human Resources
LinkedIn	0	VP Human Resources
Draper Media Job Fair	3	All Positions
YouTube	2	Video Journalist/Weather
Draper Media Employee Referral	3	All Positions
Internal Postings - Former Intern	1	All Positions
TOTAL NUMBER OF INTERVIEWEES	66	

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

Supplement Outreach Activities: 6-1-2023 to 5-31-2024

1. College Career Fairs

The station participated in various colleges during this reporting year. Each was attended by station personnel who have substantial responsibilities in making hiring decisions.

Career fairs included:

High Point University - Feb 19, 2024 - attended by WBOC & WRDE News Director

Elon University - February 20, 2024 - attended by WBOC & WRDE News Director

University of North Carolina & Duke - Feb 21, 2024 - attended by WBOC & WRDE News Director

University of North Carolina (HBCU) - February 22, 2024 - attended by WBOC & WRDE News Director

Temple - February 23, 2024 - attended by Sports Director & Digital

Ithaca College - March 26, 2024 - attended by WBOC News Director

Syracuse University - March 27, 2024 - Attended by WBOC News Director

Marywood University - March 28, 2024 - Attended by WBOC News Director

American University - April 10, 2024 - attended by WBOC News Director

2. Internship Program

The station established an internship program from which, for the past year, 13 interns have gained hands-on experience in facets of broadcast operations working with news photographers and producers, sports video journalists, and digital producers. These programs are designed to assist students interested in pursuing a career in broadcasting. Our internships are "for college credits only".

(1) - William Paterson University

(2) - Delaware Technical Community College

(1) - University of Richmond

(2) - Salisbury University

(1) - University of Maryland

(1) - Goucher College

(1) - University of Madrid, Spain

(1) - University of Texas at Austin

(1) - University of New Haven

(1) - Delaware State University

(1) - Pace University

3. Job Fairs

Draper Media hosted a Job Fair on Saturday, February 24, 2024, at the Delaware Tech Owens Campus in Georgetown, Delaware - 45 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 700 people attended this job fair.

4. Training Program

The station maintains a training program to allow station personnel to acquire skills that 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.

- Promotion Producer to Promotion Manager
- Accountant to Human Resources Specialist
- Director of Finance to Vice President of Finance
- Editor/Studio Assistant to Videographer

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 participate 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.