

Number of Interviewee Referrals From Sources Used

Recruitment Source	Total # Interviewees	Full-time Positions for Which Source was Utilized
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
MDCD Broadcasters Association Gail Summerville 150 Fayetteville Street Raleigh, NC 27601 888-366-6323 info@mdcdbroadcasters.com	0	All Positions
National Urban League Yolanda Richards 120 Wall Street New York, NY 1005 212-558-5300 info@nul.org	0	All Positions
National Hispanic Media Coalition Alex Nogales 2514 S. Grand Avenue Los Angeles, CA 90007 626-792-6462 info@nhmc.org	0	All Positions
Wor-Wic Community College 33000 Campus Drive Salisbury, MD 21801 410-334-2898 careerservices@worwic.edu	0	All Positions
Handshake.com 27 Universities and Colleges Recruitment Trips	19	All Entry Level News Positions
drapermediajobs.com	25	All Positions
TVJOBS.COM	0	All Television Positions
TVandRadiojobs.com	0	All Radio Positions
WBOC TV and Radio Commercial	8	Accountant and Sales Assistant
Indeed	0	
LinkedIn	6	Account Executive
Draper Media Job Fair	6	All Positions
YouTube	0	
Draper Media Employee Referral	5	All Positions
Internal Postings	2	All Positions
TOTAL NUMBER OF INTERVIEWEES	71	

Supplement Outreach Activities: 6-1-2025 to 5-31-2026

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/Recruitment Events included:

September 26, 2025 – WBOC News Director attended a fall recruitment fair at the University of Maryland in College Park, MD.

February 5, 2026 - WBOC News Director attended a recruitment fair at Wake Forest University in Winston-Salem, NC.

February 6, 2026 - WBOC News Director attended a recruitment fair at High Point University in High Point, NC.

February 11, 2026 - WBOC News Director attended a recruitment fair at Elon University in Alamance County, NC.

February 12, 2026 - WBOC News Director attended a recruitment fair at the University of North Carolina in Chapel Hill, NC.

February 13, 2026 - WBOC News Director attended a recruitment fair at North Carolina Central University (HBCU) in Durham, NC.

February 27, 2026 - WBOC News Director attended a recruitment fair at Penn State University in Centre County, PA.

March 4, 2026 - WBOC News Director attended a recruitment fair at New York University in New York City, NY.

March 5, 2026 - WBOC News Director attended a recruitment fair at Columbia University in New York City, NY.

March 7, 2026 - WBOC News Director attended a recruitment fair at the University of Maryland in College Park, MD.

March 20, 2026 - WBOC News Director attended a recruitment fair at Temple University in Philadelphia, PA.

March 25, 2026 - WBOC News Director attended an on-line webinar recruitment event at Columbia University in New York City, NY.

April 2, 2026 - WBOC News Director attended a recruitment event at Ithaca College in Ithaca, NY.

April 3, 2026 - WBOC News Director attended a recruitment event at Syracuse University in Syracuse, NY.

April 6, 2026 - WBOC News Director attended a recruitment event at West Virginia University in Morgantown, WV.

April 15, 2026 - WBOC News Director attended a recruitment event at American University in Washington, DC.

April 27, 2026 - WBOC News Director attended a recruitment event at Salisbury University in Salisbury, MD.

2. Internship Program

The station established an internship program from which, for the past year, 8 interns have gained hands-on experience in facets of broadcast operations working with news photographers, weather meteorologists, creative service producers, radio on air talent and digital producers. These programs are designed to assist students interested in pursuing a career in broadcasting. Our internship are “for college credits only”.

- (1) – University of Delaware
- (3) – Delaware Technical Community College
- (1) – Ithaca College
- (5) – Salisbury University
- (1) – Loyola Merrymount University
- (2) - Rowan University
- (1) – Elon University
- (2) – Syracuse

3. Job Fairs

Draper Media hosted a Job Fair on Saturday, February 28, 2026, at the Delaware Tech Owens Campus in Georgetown, Delaware – 40 vendors participated. Representatives from WBOC – Sales and Promotions – were available to meet with people, answer questions, and take resumes. Over 1,000 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.

- News Producer to Executive Producer
- Photographer/Editor to News Producer
- Sales Assistant to Accountant
- Vice President to President

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.

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.