

# ANNUAL EEO PUBLIC FILE REPORT

## Delaware First Media

Station(s): WDDE 91.1FM  
Community(ies) of License: Dover, DE  
Reporting Period: April 2012 – March 2013  
No. of Full-time Employees: 11  
Small Market Exemption: Yes

During the Reporting Period, a total of 5 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.* No.

*Hosted at least one **job fair**.* No.

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.* No.

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.* No.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.* Yes.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).* Yes.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.* No.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.* No.

*Established a **mentoring** program for station personnel.* No.

*Participated in at least 4 **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.* No.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.* No.

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.* Yes.

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting* No.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.* No.

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

No.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Yes.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/30/2012	Director of Corporate Support	referral
8/27/2012	Membership Associate	Assoc. of Fundraising Professionals
7/30/2012	Operations/Traffic Manager	WDDE Online
9/13/2012	Political Reporter	Current.org
8/6/2012	Morn. Edition Host/Reporter	CPB Jobline
8/7/2012	ATC Host/Reporter	CPB Jobline

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 20

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
WDDE Online	5
CPB Joblink	7
Current	3
Referral	4
Association of Fundraising Professionals	1
State of Delaware Joblink	0
Blue Hens Career	0
Delaware State News	0
National Association of Black Journalists	0
Unity: Journalists for Diversity	0
Delaware State University	0

RECRUITING SOURCES USED

Job Title of Position: Director of Corporate Support

Date of Hire: July 30, 2012

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
State of Delaware Joblink	N	<a href="https://joblink.delaware.gov">https://joblink.delaware.gov</a>	John McMahon, Labor Secretary	(302) 739-1473
WDDE Online	N	<a href="http://www.wdde.org">http://www.wdde.org</a>	George Boosey	(302) 857-7096, george@wdde.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
Blue Hen Careers	N	<a href="http://www.udel.edu">http://www.udel.edu</a>		(302) 831-2391 recruitbluehens@udel.edu

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

## RECRUITING SOURCES USED

Job Title of Position: Membership Associate

Date of Hire: August 27, 2012

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
State of Delaware Joblink	N	<a href="https://joblink.delaware.gov">https://joblink.delaware.gov</a>	John McMahon, Labor Secretary	(302) 739-1473
WDDE Online	N	<a href="http://www.wdde.org">http://www.wdde.org</a>	George Boosey	(302) 857-7096, george@wdde.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
Blue Hen Careers	N	<a href="http://www.udel.edu">http://www.udel.edu</a>		(302) 831-2391 recruitbluehens@udel.edu
Assoc. of Fundraising Professionals	N	<a href="http://afpbrandywine.afpnet.org/">http://afpbrandywine.afpnet.org/</a>		(302) 778-1595 afpbrandywine@gmail.com
Delaware State News	N	110 Galaxy Dr., Dover, DE 19901	Janet Levy	(302) 674-3600

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

## RECRUITING SOURCES USED

Job Title of Position: Operations/Traffic Manager

Date of Hire: July 30, 2012

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
State of Delaware Joblink	N	<a href="https://joblink.delaware.gov">https://joblink.delaware.gov</a>	John McMahon, Labor Secretary	(302) 739-1473
WDDE Online	N	<a href="http://www.wdde.org">http://www.wdde.org</a>	George Boosey	(302) 857-7096, george@wdde.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
Delaware State News	N	110 Galaxy Dr., Dover, DE 19901	Janet Levy	(302) 674-3600
NABJ	N	<a href="http://www.nabj.org">www.nabj.org</a>		(301) 405-0248 lschmidt@npr.org
UNITY conference	N	<a href="http://www.unityjournalists.org">www.unityjournalists.org</a>		(301) 405-0248 lschmidt@npr.org
Delaware State University	N	1200 N. Dupont Hwy., Dover, DE 19901	Robin A. Roberts	(302) 857-6261
Current	N	<a href="http://www.current.org">www.current.org</a>		(877) 745-8776 unwin@current.org

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Morning Host & Reporter

Date of Hire: August 6, 2012

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
State of Delaware Joblink	N	<a href="https://joblink.delaware.gov">https://joblink.delaware.gov</a>	John McMahon, Labor Secretary	(302) 739-1473
WDDE Online	N	<a href="http://www.wdde.org">http://www.wdde.org</a>	George Boosey	(302) 857-7096, george@wdde.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
Delaware State News	N	110 Galaxy Dr., Dover, DE 19901	Janet Levy	(302) 674-3600
NABJ	N	<a href="http://www.nabj.org">www.nabj.org</a>		(301) 405-0248 lschmidt@npr.org
UNITY conference	N	<a href="http://www.unityjournalists.org">www.unityjournalists.org</a>		(301) 405-0248 lschmidt@npr.org
Delaware State University	N	1200 N. Dupont Hwy., Dover, DE 19901	Robin A. Roberts	(302) 857-6261
Current	N	<a href="http://www.current.org">www.current.org</a>		(877) 745-8776 unwin@current.org

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.



## RECRUITING SOURCES USED

Job Title of Position: Afternoon Host & Reporter      Date of Hire: August 7, 2012

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
State of Delaware Joblink	N	<a href="https://joblink.delaware.gov">https://joblink.delaware.gov</a>	John McMahon, Labor Secretary	(302) 739-1473
WDDE Online	N	<a href="http://www.wdde.org">http://www.wdde.org</a>	George Boosey	(302) 857-7096, george@wdde.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
Delaware State News	N	110 Galaxy Dr., Dover, DE 19901	Janet Levy	(302) 674-3600
NABJ	N	<a href="http://www.nabj.org">www.nabj.org</a>		(301) 405-0248 lschmidt@npr.org
UNITY conference	N	<a href="http://www.unityjournalists.org">www.unityjournalists.org</a>		(301) 405-0248 lschmidt@npr.org
Delaware State University	N	1200 N. Dupont Hwy., Dover, DE 19901	Robin A. Roberts	(302) 857-6261
Current	N	<a href="http://www.current.org">www.current.org</a>		(877) 745-8776 unwin@current.org

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.