

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 Big Brother/Big Sisters Greater Salisbury Bldg-200 W. Main St. Salisbury, MD 21801 443-366-2471 jmimms@biglittle.org	0	All Positions
Mr. Norman Brooks Broadcaster Institute of MD 7200 Hartford Road Baltimore, MD 21234 410.254.2770 nb@bim.org	0	All Positions
Ms. Claire Persichilli City College 1401 W. Cypress Creek Road Fort Lauderdale, FL 33309 954.492.5353 cpersichilli@citycollege.edu	0	All Positions
Mr. Bill Means Delaware State – Career Place 1200 North Dupont Highway Dover, DE 19901 302.857.6125 bmeans@desu.edu	0	All Positions
Mr. Al Hopkins Dept. of Labor, Job Bank P.O. Box 616 Dover, DE 19903 302.739.5473	0	All Positions

ahopkins@state.de.usn		
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Mr. James Pacer	0	All Positions
Dover AFB, Family Support		
436thMMS/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		

Indeed Job Search		All Positions
Indeed.com	5	Account Executive
	2	Commercial Producer
	1	Director/Editor/Tech

N.A.A.C. P	0	All Positions
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	0	All Positions
TV Jobs/Broadcast Employment Serv.		
P.O. Box 4116		
Oceanside, CA 92052		
800.374.0119		
admin@tvjobs.com		
Dr. Theresa Queenan	0	All Positions
University of Maryland, Eastern Shore		
Career Services		
Princess Anne, MD 21853		
410.651.6445		
tqueenan@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		

Rhonda Williams		All Positions
WMDT-47 Website, Newsletter, Bulletin Boards, Facebook	6	Account Executive,
P.O. Box 4009	3	Director/Editor/Tech
Salisbury, MD 21803	1	Commercial Producer
410.742.4747 ext. 340	1	Digital Producer
wmdt@wmdt.com		
Ms. Lori Smoot Director of Career & Testing Services	0	All Positions
Wor-Wic Community College		
32000 Campus Drive Student Services Division		
Salisbury, MD 21801		
lsmoot@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	0	All Positions
www.linkedin.com		
NASBA Careerpage	0	All Positions
wordpress@careerpage.org		

Nicole Higgins DHR-Wicomico County	0	All Positions
Tri-County Way Suite 110		
Salisbury, MD 21804		
410.546.6853		
Nicolee.higgins@maryland.gov		
TOTAL NUMBER OF INTERVIEWEES	19	

Included in this total number of persons interviewed during applicable period we had 4 internal promotions (which resulted from a full recruitment effort).

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

Section 3: Supplemental Outreach Activities -6-1-22 to 5-31-23

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:

Appearances 2022-2023

- 6-10-22 One of our Anchors emceed the Mace's Lane Community Center groundbreaking event
- 6-11-22 One of our Account Executives represented OC Air Show
- 6-12-22 One of our Account Executives represented OC Air Show
- 6-25-22 One of our Anchors marched in the Salisbury Pride Parade, with our Photographer driving our vehicle
- 8-26-22 Our Sports Director was at the Salvation Army Golf Tournament fundraiser
- 8-26-22 Our Chief Meteorologist and Meteorologist manned a table at Third Friday in Salisbury, discussing the station with the public
- 8-26-22 One of our Anchors judged the Miss Crustacean contest
- 9-16-22 One of our MMJ/Producer, Chief Meteorologist and Meteorologist manned a table at Third Friday in Salisbury, discussing the station with the public
- 9-18-22 Our Chief Meteorologist emceed of the Tunnel 2 Towers annual Walk/Run event
- 9-27-22 One of our Anchors moderated the Wicomico County Executive Forum
- 10-6-22 One of our Account Executives represented at the Bethany Fenwick Chamber for "Show and Grow Networking" event
- 10-20-22 One of our Anchors was on the "Delmarva's Own" podcast talking about her career and broadcasting
- 11-16-22 Our Chief Meteorologist spoke to students at Cape Henlopen Elementary
- 11-28-22 Our Chief Meteorologist, MMJ/Producer and Photographer were in the Pocomoke Christmas Parade
- 12-1-22 Our Meteorologist and Anchor/Report were in the Georgetown Christmas Parade
- 12-2-22 Our Meteorologist and one of our Anchors were in the Laurel Christmas Parade
- 12-3-22 Our Chief Meteorologist and one of our Anchors were in the Ocean City Christmas Parade and one of our Anchors represented as an announcer
- 12-4-22 Our Chief Meteorologist and Meteorologists were in the Salisbury Christmas Parade
- 12-5-22 One of our Meteorologist and Anchor/MMJ were in the Rehoboth Beach Christmas Parade
- 12-6-22 One of our Account Executives represented the American Cancer Society Luncheon/sponsorship Table
- 12-8-22 One of our MMJ/Producers took part in the Salisbury Santa's Workshop drive through event
- 12-12-22 Our Chief Meteorologist spoke to children at Chincoteague Elementary School
- 1-1-23 Our Anchor/MMJ, Anchors, and one of our Producers participated in the 2023 Penguin Swim for AGH
- 1-2-23 One of our Meteorologist talked to students at Showell Elementary school about weather
- 1-5-23 Our Chief Meteorologist spoke with students at Rehoboth Elementary school about weather
- 1-20-23 Our Chief Meteorologist spoke to students at Love Elementary in Lewes, DE about weather
- 1-23-23 Our Chief Meteorologist served as a judge and mentor at Prince Street Elementary for the "Amazing Shake" program
- 2-24-23 Our Chief Meteorologist spoke to the Parke Retirement Community at Ocean Pines about weather
- 3-2-23 Our Chief Meteorologist spoke to a kindergarten class about weather at Princess Anne Elementary
- 4-1-23 One of our Anchors, Editors, Producers, Meteorologist and Web Producer participated in the Salisbury Marathon
- 4-8-23 Our Chief Meteorologist and Web Producer participated in the 2023 Eastern Shore Rabbit Rescue Run 5K
- 4-12-23 One of our Account Executives spoke to a 300-Level Marketing class at Salisbury University
- 4-20-23 Our Anchor/Reporter and Chief Photographer talked to students at Wicomico High School as part of their Career Day
- 5-18-23 One of our Anchors emceed the Wicomico Library Light of Literacy Awards Ceremony
- 5-19-23 Our Sports Director and Sports Reporter attended Maple Elementary's Career Day
- 5-21-23 Our Anchor/Reporter emceed the annual Kidney Walk
- 5-24-23 One of our Anchors hosted tv students from Hurlock Elementary at the station and spoke about broadcasting
- 5-25-23 One of our Anchors attended Denton Elementary's Career Day
- 5-26-23 Our Chief Meteorologist spoke to students at Buckingham Elementary School's college and career expo

Monthly we have grade school and middle school students take part in “Junior Storm Team”—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 Friday mornings so that the forecast is accurate for the weekend.

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 Widener University. Our internships are “for credit only”.

Summer 2022	1 students— (Studio)
Fall 2022	-- students—
Winter 2023	-- students—
Spring 2023	1 students— (Studio)

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 decision. Job fairs included:

Salisbury University –September 19, 2022- attended by our General Manager
Salisbury University –February 23, 2023 – attended by our General Manager and General Sales Manager
Wor-Wic Community College –March 30, 2023 – attended by our General Manager and General 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 “Harassment: **SEX, RELIGION AND BEYOND**”. 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 Director/Editor/Studio
- Director/Editor/Studio to Supervising Director
- Studio Technician to News Producer
- Studio Technician to MMJ/Producer

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.