

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
Mr. Norman Brooks Broadcaster Institute of MD 7200 Hartford Road Baltimore, MD 21234 410.254.2770 nb@bim.org	0	All Positions

Broadcast Meteorologist Group Facebook Page	0	Meteorologist

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 ahopkins@state.de.usn	0	All Positions
NASBA Careerpage wordpress@careerpage.org	0	All Positions

--	--	--

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@mdcdebroadcasters.com		

Indeed Job Search	27	All Positions
Indeed.com	5	News Director
	6	Meteorologist
	2	Accounting/HR Assistant
	2	Web & Social Media Manager

	2	Anchor/MMJ
	2	Technical Director
	2	Bookkeeper
	6	MMJ/Producer/Anchor
N.A.A.C. P	0	All Positions
P.O. Box 1047		
Salisbury, MD 21802		
410.543.4187		
wcaacbranch7028@yahoo.com		
Mr. Charlie Endicott	1	All Positions
Salisbury University	1	Producer
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		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		

Sheila Kinley	8	All Positions
WMDT-47 Website/Social Media, Newsletter, Bulletin Boards, Facebook, Direct Email, EE Referrals		
*Direct Email-Email sent directly to the station with no recruitment source stated.	2	Meteorologist
P.O. Box 4009	1	Media Sales Account Executive
Salisbury, MD 21803	1	Anchor/MMJ
410.742.4747 ext. 346	1	Web & Social Media Manager
wmdt@wmdt.com	1	Producer
	2	Technical Director
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	2	All Positions
www.linkedin.com	2	News Director
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	38	

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

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

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:

EVENTS WITH SCHOOLS AND OTHER EDUCATIONAL INSTITUTIONS

- "Junior Storm Team"—Each week one student in grades K-8 is picked to work with our Meteorologist and learn about how to broadcast the weather. They record a virtual forecast to air in Good morning Delmarva on Fridays.
- 10/18/25 Eric Alph represented WMDT at the Salisbury University
- 1/09/26 Jake Grant visited 6th graders at Postlethwait Middle School and talked about how he became a meteorologist and other weather topics.
- 3/18/26 Jake Grant & Heidi Kristine attended the Somerset Intermediate School's Career Fair.
- 3/19/26 Stephanie Willey and Joe Carmean attended the Wor-Wic Community College Job Fair.
- 4/15/26 Rich Wirdzek and Andrea Duran attended the Mardela Middle & High School Career Fair.
- 5/02/26 Erich Ahlf spoke about Meteorology at the Salisbury University Lower Shore Stem Festival.
- 5/07/26 Rich Wirdzek spoke to 5th graders at S Crista McAuliffe Elementary School's Career Day in Germantown, MD.
- 05/21/26 Rich Wirdzek spoke to students about careers in news and meteorology at Pittsville Middle Schools Career Fair.
- 5/21/26 Rich Wirdzek spoke at Career Day at Westside Intermediate School in Hebron.

EVENTS WITH COMMUNITY ORGANIZATONS

- 08/13/25 Jake Grant attended the Somerset County Sheriff's Office Community Day. He spoke to children about being a Meteorologist.

2. Job Fairs

We participated in various job fairs during this reporting year. Each event was attended by station personnel who have substantial responsibilities in making hiring decisions. Job fairs included:

Salisbury University—10/15/25 – attended by our General Manager and News Director
Wor-Wic Community College--03/19/26--attended by our General Manager and News Director
Salisbury University--03/25/26--Attended by our General Manager and News Director

3. 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 Salisbury University, Regent University, University of MD Eastern Shore and University of MD College Park. Our internships are "for credit only".

Summer 2025	1-- students—News
Fall 2025	1-- students—News
Winter 2026	0-- students—
Spring 2026	3- students—News

4. Facility Tours

Marquee Broadcasting, Inc. welcomes visitors to explore it's facilities in Salisbury, MD. Guided tours are available during standard business hours for school and community groups.

- 11/20/25 Jake Grant hosted Somerset Intermediate School students for a station tour and to watch the noon newscast.
- 12/03/25 Jake Grant hosted the Worcester County Nature Adventurers 4H group for a station tour and to watch the noon newscast.
- 3/05/26 and 3/06/26 Jake Granted hosted students from Bennett Middle School's Broadcast Media Studies Program for a station tour and to view the noon newscast.

- 03/26/26 Jake Grant hosted members of the Eastern Shore Community Service Board for a station tour and to watch the noon newscast.

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:

- MMJ/Producer/Anchor to Morning/Mid-Day Anchor
- MMJ/Producer/Anchor to Evening Anchor
- Studio Tech to Technical Director
- Studio Tech to Editor/Studio Tech

On Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request Marquee Broadcasting, Inc. 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.