

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: May 23, 2025 – May 22, 2026

1) **Employment Unit: Delmarva Public Media**

2) **Unit Members (Stations and Communities of License): WSCL, Salisbury, MD; WSDL, Ocean City, MD**

3) **EEO Contact Information for Employment Unit:**

Mailing Address: PO Box 2596 Salisbury, MD 21802	Telephone Number: 410-543-6895
	Contact Person/Title: Judy Diaz/General Manager
	E-mail Address: jdiaz@salisbury.edu

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:** None

5) **Total # of Interviewees Referred:** For the period from May 23, 2025 through May 22, 2026, this Employment Unit interviewed 0 interviewees for 0 full-time job vacancies.

6) **Supplemental Recruitment Initiatives.**

(a) Initiative: Participation in Events or Programs Sponsored by Educational Institutions

- i. MASMI class MKTG 410 (Advanced Professional Selling): Fall 2025 - 22 students; Spring 2026 – 22 students. The project introduced the students to Delmarva Public Media and gave them the opportunity to solicit underwriting support from potential donors. Discussions followed the syllabus for fall and spring MKTG 410-001, in conjunction with Delmarva Public Media (“DPM”).

(b) Initiative: Participation In Community Events

- i. Fall for Fulton (Salisbury University) October 25, 2025
Membership Coordinator, Volunteer Coordinator and underwriting personnel attended and spoke with students about careers in media.
- ii. Maryland Folk Festival (Salisbury, MD) September 19-21, 2025
Chief Content Officer, interim general manager, membership coordinator, volunteer coordinator, news director, underwriting sales personnel, and students represented Delmarva Public Media at multi-stage folk festival held in Salisbury, MD.
- iii. Salisbury University Giving Day (Salisbury, MD), April 1, 2026
Membership and volunteer coordinators represented Delmarva Public Media, answering questions from students about careers in media.
- iv. Fulton Spring Fest (Salisbury, MD), May 2, 2026
Interim general manager, volunteer coordinator, underwriting personnel represented Delmarva Public Media, answering questions from students about careers in media.

(c) Initiative: Participation in Mandatory Harassment/Discrimination Training, Completed September 30, 2025

- i. All staff participated in and completed harassment/discrimination training as mandated by the Corporation for Public Broadcasting

(d) Initiative: Student Interns, Aug. 2025-Dec. 2025 and Jan. 2026-May 2026

- i. **Fall Semester, 2025:** One of the DPM journalists worked with a Salisbury University student to complete weekly news features for WESM 91.3 FM. Mentoring/Training included instruction in research, interviewing, reporting writing and recording of news scripts.
 - a. Also worked with Salisbury University students to produce weekly student-run five-minute on-air newscasts.
- ii. **Spring Semester, 2026:** One of the DPM journalists mentored a University of Maryland Eastern Shore student to sharpen audio production skills and teach how to report out news features for radio. Met 2-3 times a week as part of 15-20 hour per week internship. Worked as a team to plan and conduct interviews for weekly on-air stories about local businesses, trends and community events. Instruction included writing, editing and voicing news segments.
 - a. Also worked with Salisbury University students to produce weekly student-run five-minute on-air newscasts.
- iii. **Fall Semester 2025 and Spring Semester 2026:** A DPM production assistant led the production of a five-minute weekly news segment hosted and written by student interns from Salisbury University and the University of Maryland Eastern Shore. She mentored them as they developed skills with story lead identification, script development, and interview coordination. The interns also practiced recording interviews both in the field and in the studio, gaining knowledge of equipment and recording techniques as well as experience editing the news segment together with Adobe Audition. Students additionally voiced underwriting scripts, university event spotlights, and station promos to air on all stations. Interns dedicated 10-12 hours per week to these roles.
- iv. **Fall Semester 2025:** Five Salisbury University students conducted a 15-hour per week internship during the fall semester, trained by the chief content officer and the news director. Duties included producing, writing, editing and voicing underwriting spots, working some of our homegrown shows, and a weekly cultural calendar segment as well as producing a weekly all student produced 5-minute newscast, "The Five Minute Fly-By."
- v. **Spring Semester 2026:** Three Salisbury University students conducted a 15-hour per week internship during the fall semester, trained by the chief content officer and the news director. Duties included producing, writing, editing and voicing underwriting spots, working on some of our homegrown shows, and a weekly cultural calendar segment as well as producing a weekly all student produced 5-minute newscast, "The Five Minute Fly-By."

(e) Initiative: Teaching and Mentoring Students at Salisbury University, February. 2025-May 2025.

- i. An SU student volunteered every Thursday, working on his voicing abilities, as well as learning the basics of scripting while being supervised by DPM staff. He improved his narration abilities by working on Art Minutes, Coastal Art Beats.
- ii. An SU student came in M-F, and another student T, R, F, to work on the Five Minute Fly-By, while being supervised by DPM staff. They developed skills with story lead identification, script development, and interview coordination, and practiced recording interviews both in the field and in the studio, gaining knowledge of equipment and recording techniques as well as experience editing the news segment together with Adobe Audition.