

EEO PUBLIC FILE REPORT
Delaware First Media Corporation
Station: WDDE 91.1FM – Dover, DE
Reporting Period: April 1, 2021 – March 31, 2022

Section 1. Vacancy List

See Section 2, the “Recruitment Source List,” for recruitment source data.

Job Title	Recruitment Source(s) (RS) Used to Fill Vacancy	RS that Referred the Hiree
Producer/Youth Media Coordinator	2, 3, 4, 5, 6, 10	5
Underwriting coordinator	9, 10	9

Section 2. Recruitment Source List

RS No.	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	JournalismNext.com: https://www.journalismnext.com/emplogin.cfm	N	0
2	NABJ Career Center: https://nabjcareers.org/	N	0
3	NAHJ Career Center: https://www.nahjcareers.org/	N	0
4	Public Media Jobs/Current: https://jobs.current.org/	N	0
5	Corporation for Public Broadcasting job line: https://www.cpb.org/jobline	N	1
6	NAB Broadcast career link: https://www.broadcastcareerlink.com/	N	0
7	MDDC Press Association	N	0
8	Board/Volunteers	N	0
9	Indeed	N	4
10	Website: delawarepublic.org	N	0
11	Unknown	N	17
Total No. of Interviewees over 12-month period:			22

Section 3. Recruitment Initiatives

	Type of Recruitment Initiative (Menu Option)	Brief Description of Activity
1	Participation in events or programs with educational institutions relating to career opportunities in broadcasting	Annual job fair event for Delaware State University students, on campus where Delaware Public Media studios are located. DSU did not hold an event during the reporting period due to COVID.
2	Participation in events or programs with educational institutions relating to career opportunities in broadcasting	Annual recruiting event for University of Delaware Journalism Program and Center for Political Communications students, resulting in internships and part-time employment. UD did not hold an event during the reporting period due to COVID.

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3	Participation in events or programs with educational institutions relating to career opportunities in broadcasting	Introduced DFM internships to University of Delaware Journalism Program class attendees on 10/28/21 and 3/15/22 and 3/22/22.
4	Internship program for members of the community to acquire skills needed for broadcast employment	Hosted one University of Delaware student intern through the full academic year, who contributed reporting and on-air hosting. Student was hired as part-time support post-graduation. DPM is hosting an additional two UD student interns February to May 2022.
5	Participation in events or programs with educational institutions relating to career opportunities in broadcasting	Participated in Brandywine School District/Mount Pleasant High School Broadcast/Media Career Pathways program, March 2021 – February 2022. Provided reporting staff support and coaching for Level 4 students.
6	Participation in events or programs with educational institutions relating to career opportunities in broadcasting	Participated in Red Clay Consolidated School District/ McKean High School Broadcast/Media Career Pathways program, March – June 2021; November 2021 – February 2022. Developed curriculum and provided reporting staff support and coaching for Level 3 students.
7	Participation in events or programs with educational institutions relating to career opportunities in broadcasting	Initiated collaboration with Polytech School District/Polytech High School Communications Program in October 2021, supporting two students during the 2021-2022 school year.
8	Internship program for members of the community to acquire skills needed for broadcast employment	Participated in 2021 internship program hosted by Delaware Community Foundation to recruit and engage minority journalism students, with paid compensation for interns. Recruitment/administration January to May 2021; internship June to September 2021. DCF, with support from MDDC Press Association, recruited and managed intern candidate pool. DPM hosted one intern in summer 2021.