

2016 ANNUAL EEO PUBLIC FILE REPORT

Delaware First Media

| | |
|-----------------------------|-------------------------|
| Station(s): | WDDE 91.1FM |
| Community(ies) of License: | Dover, DE |
| Reporting Period: | April 2016 – March 2017 |
| No. of Full-time Employees: | 7 |
| Small Market Exemption: | Yes |

During the Reporting Period, a total of 3 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.

| | |
|---|------|
| <i>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).</i> | Yes. |
| <i>Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</i> | No. |
| <i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i> | No. |
| <i>Established a mentoring program for station personnel.</i> | No. |
| <i>Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</i> | No. |
| <i>Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.</i> | No. |
| <i>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.</i> | Yes. |
| <i>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</i> | No. |
| <i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i> | 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 |
|--------------|-------------------------------|------------------------------------|
| 03/07/2016 | Youth Media Producer/Reporter | Personal Referral |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

| Recruitment Sources Used in Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| WDDE Online | 1 |
| CPB Joblink | 1 |
| Current | 1 |
| Referral | 1 |
| National Association of Black Journalists | 0 |
| Delaware State University | 0 |

RECRUITING SOURCES USED

Job Title of Position: Youth Media Producer/Reporter

Date of Hire: March 7, 2016

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---------------------------|---|---|--------------------------|--|
| WDDE Online | N | http://www.wdde.org | Tom Byrne | (302) 857-7096, tom.byrne@delawarefirst.org |
| CPB Jobline | N | http://www.cpb.org/jobline | Carole Mah | (202) 879-9600 |
| NABJ | N | www.nabj.org | | (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 | www.current.org | | (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.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|---------------------------|------------------------------------|
| 04/07/2016 | Afternoon Anchor/Reporter | Personal Referral |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

| Recruitment Sources Used in Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| WDDE Online | 0 |
| CPB Joblink | 2 |
| Current | 1 |
| Referral | 1 |
| National Association of Black Journalists | 0 |
| Delaware State University | 0 |

RECRUITING SOURCES USED

Job Title of Position: Afternoon Anchor/Reporter Date of Hire: April 7, 2016

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---------------------------|---|---|--------------------------|--|
| WDDE Online | N | http://www.wdde.org | Tom Byrne | (302) 857-7096, tom.byrne@delawarefirst.org |
| CPB Jobline | N | http://www.cpb.org/jobline | Carole Mah | (202) 879-9600 |
| NABJ | N | www.nabj.org | | (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 | www.current.org | | (877) 745-8776 unwin@current.org |

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LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|----------------|-------------------------|------------------------------------|
| April 18, 2016 | Morning Anchor/Reporter | Personal Referral |

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

| Recruitment Sources Used in Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| WDDE Online | 0 |
| CPB Joblink | 3 |
| Current | 0 |
| Referral | 1 |
| National Association of Black Journalists | 0 |
| Delaware State University | 0 |

RECRUITING SOURCES USED

Job Title of Position: Morning Anchor/Reporter Date of Hire: April 18, 2016

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|---------------------------|---|---|--------------------------|--|
| WDDE Online | N | http://www.wdde.org | Tom Byrne | (302) 857-7096, tom.byrne@delawarefirst.org |
| CPB Jobline | N | http://www.cpb.org/jobline | Carole Mah | (202) 879-9600 |
| NABJ | N | www.nabj.org | | (301) 405-0248 lschmidt@npr.org |
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