

# 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 4 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 <b>job banks, internet programs, and other programs</b> designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i>	Yes.
<i>Participated in <b>scholarship</b> programs designed to assist students interested in pursuing a career in broadcasting.</i>	No.
<i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	No.
<i>Established a <b>mentoring</b> program for station personnel.</i>	No.
<i>Participated in at least 4 <b>events or programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.</i>	No.
<i>Sponsored at least 2 <b>events</b> in the <b>community</b> designed to inform and educate the public as to employment opportunities in broadcasting.</i>	No.
<i><b>Listed</b> each <b>upper-level</b> 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 <b>assistance</b> to unaffiliated non-profit entities in <b>maintaining web sites</b> that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting</i>	No.
<i>Provided <b>training</b> to <b>management level personnel</b> 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	<a href="http://www.wdde.org">http://www.wdde.org</a>	Tom Byrne	(302) 857-7096, tom.byrne@delawarefirst.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
NABJ	N	<a href="http://www.nabj.org">www.nabj.org</a>		(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	<a href="http://www.current.org">www.current.org</a>		(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	<a href="http://www.wdde.org">http://www.wdde.org</a>	Tom Byrne	(302) 857-7096, tom.byrne@delawarefirst.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
NABJ	N	<a href="http://www.nabj.org">www.nabj.org</a>		(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	<a href="http://www.current.org">www.current.org</a>		(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	<a href="http://www.wdde.org">http://www.wdde.org</a>	Tom Byrne	(302) 857-7096, tom.byrne@delawarefirst.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
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**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
July 5, 2016	General Assignment/Science Reporter	Personal Referral

**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed during the Reporting Period: 5

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
WDDE Online	0
CPB Joblink	4
Current	1
Referral	0
National Association of Black Journalists	0
Delaware State University	0

**RECRUITING SOURCES USED**

Job Title of Position: General Assignment/Science Reporter Date of Hire: July 5, 2016

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
WDDE Online	N	<a href="http://www.wdde.org">http://www.wdde.org</a>	Tom Byrne	(302) 857-7096, tom.byrne@delawarefirst.org
CPB Jobline	N	<a href="http://www.cpb.org/jobline">http://www.cpb.org/jobline</a>	Carole Mah	(202) 879-9600
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\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.