

**EEO PUBLIC FILE REPORT**  
 Covering the Period from June 1, 2018 to May 31, 2019  
 Delmarva Public Radio (WSCL/WSDL)

**Section 1: Vacancy Information**

Full-Time Position Filled	Recruitment Source of Hired Applicant	Total Interviewees from all Sources
Business Office Assistant	Salisbury University Website	4

**Section 2: Recruitment Source Information**

Recruitment Source	Total Number of Interviewees Provided during the Period	Full-time Position(s) for which this Source was used
Salisbury University Website <a href="http://www.salisbury.edu/hr/careers/">http://www.salisbury.edu/hr/careers/</a>	4	Business Office Assistant
Indeed <a href="https://www.indeed.com/">https://www.indeed.com/</a>	0	Business Office Assistant
LinkedIn <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	0	Business Office Assistant
CareerBuilder <a href="http://careerbuilder.com">http://careerbuilder.com</a>	0	Business Office Assistant
WSCL website <a href="http://www.wscl.org">www.wscl.org</a> <a href="http://www.delmarvapublicradio.net">www.delmarvapublicradio.net</a>	0	Business Office Assistant

Total number of interviewees during the reporting period: 4

### **Section 3: Supplemental Recruitment Activities Undertaken by Delmarva Public Radio (DPR)/WSCL and WSDL**

DPR offers training programs for community members interested in obtaining the skills required for broadcast employment as announcers. Volunteers who wish to receive on-air experience are required to complete the established training before taking responsibility for an on-air shift. Applicants are sourced primarily through on-air invitations, though some learn of the program through networking opportunities. The amount of training provided depends on prior experience and the aptitude of the volunteer. Community members have produced news pieces and helped produce talk programs.

DPR has an established internship/practicum program involving students from Salisbury University's Communication Arts, Music, and Business Schools or Departments. Salisbury University students produce news pieces, features, edit interview and concert recordings, write scripts, and perform other "skill-developing," experience-based activities which result in material used on DPR's airwaves.

In its capacity as a formal, academic entity of Salisbury University, Delmarva Public Radio works with – and through – the University's Office of Human Resources to participate in regional job fairs and other recruitment activities as opportunities for full-time job placements arise.