



DELMARVA BROADCASTING COMPANY

EEO PUBLIC FILE REPORT

- ◆ Station Employment Unit: WAFL FM, WYUS AM, WNCL FM
1666 Blairs Pond Road
Milford, DE 19963
302-422-7575
- ◆ Annual Reporting Period: April 1st, 2009 – March 31st, 2010
- ◆ Full-time job vacancies filled during the annual reporting period:

| JOB TITLE | DATE FILLED | HIRED PERSON REFERRED BY WHICH RECRUITMENT SOURCE? |
|------------------------------------|-------------|--|
| No Full Time Positions were filled | | |
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- ◆ Total number of applicants for the full-time job vacancies listed above: 0
- ◆ Total number of candidates interviewed from this pool of applicants: 0
- ◆ A listing of all recruitment sources used during the annual reporting period by position follows.

| Recruitment Source for WAFL-WNCL-WYUS | Total Number of Applicants from Source | Total Number of Interviewees from Source |
|--|---|---|
| No full time positions were filled | | |
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Account Representative Summary:

Applicants

Interviews



DELMARVA BROADCASTING COMPANY

OUTREACH INITIATIVES REPORT

- ◆ Station Employment Unit: WAFL FM, WYUS AM, WNCL FM
1666 Blairs Pond Road,
MILFORD, DELAWARE 19963
302-422-7575
- ◆ Annual Reporting Period: April 1st, 2009 – March 31st, 2010
- ◆ This station employment unit has more than ten Full-Time Employees.
- ◆ A listing of the stations' outreach efforts during the reporting period follows below.

INTERNSHIP PROGRAM

During the filing period, WAFL FM, WYUS AM, AND WNCL FM coordinated an Internship Program with Elizabethtown College, Delaware State University, University of Delaware, and Delaware Technical and Community College Owens Campus and Dover Campus and Milford High School. Over the time there were 3 female interns and 5 male interns.

Through the internship, students were exposed to all operations in the station including sales, programming and business administration. The internship supervisor was the stations' Operations Manager. The General Manager, Assistant Program Director, Production Director, On-Air Personalities and account executives spent time training the interns.

Over the course of the program, students also learned production skills, computer-based editing and on-air reporting. School credit was given for participation.

EMPLOYEE TRAINING

All managers and management trainees at WAFL FM, WYUS AM AND WNCL FM are participating in a company wide leadership training program. The program educates participants in key leadership and team building skills. As the company grows, these skills will assist participants in taking on more responsibility and gaining promotions.

Wide Orbit Traffic Training Webinar- June 9, 2009. The traffic manager and sales representatives participated in traffic system training.

RAB Sales Webinar – July 24, 2009. Radio Advertising Bureau provided sales training via a webinar presented to sales representatives, General Sales Manager and General Manager.

Sandler Sales Institute Sales Training- August 11, 2009. Sales training presented to sales representatives, General Sales Manager and General Manager.

Sandler Sales Institute Sales Training Webinar- August 28, 2009. Sales training presented to sales representatives, General Sales Manager and General Manager.

Sandler Sales Institute Sales Training- Millsboro, DE, February 3, 2010. Sales training presented to sales representatives, Regional New Business Sales Manager and General Manager.

DBC Programming Meeting-Sheraton Inn, Dover January 27, 2010. Programming Staff, PD/OM, Assistant PD

Delmarva Broadcasting Company also provides tuition reimbursement for secondary education. Currently, one fulltime employee is receiving assistance to complete their college degree. Education is an important part of advancement within the company and one reason why the company helps defray the cost.

INTERNET JOB BANK

WAFL FM, WYUS AM, AND WNCL FM extensively promote the delmarvajobs.com internet jobs site. The site offers free resume posting for job seekers. The site's operation is paid for in part by the stations and it is promoted every week of the year on all stations. It is the first outlet to receive postings of the radio stations' openings.

BROADCASTING JOB FAIRS

Delaware State University Career Day and Job Fair, Dover, DE- April 16, 2009.
Operations Manager participated in this event on the university campus.

WYUS AM 930 – LaExitosa – hosted Hispanic Expo and Job Fair at Delaware State Fairgrounds, Dover Building, Sunday, April 19th, 2009 12 noon to 4 p.m. 32 vendors participated. This Job Fair seeks substantial participation of minority individuals. Five sales representatives, General Sales Manager represented DBC Central Delaware.

National Association of Broadcasters Education Foundation Career Day Job Fair, Philadelphia, PA, September 23, 2009. Five representatives from the company including the CEO, SVP, Two (2) General Managers and a Program Director participated.

Wesley College, Dover, DE Job Fair, Dover, DE December 3, 2009. General Manager and Assistant Program Director participated in this event on the college campus.