

b) Job Title: Program Director

Referral Source of Hiree: Industry Referral

Name of Organization notified of Job Vacancy	Contact Person	Address/Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification (Yes or No)
Allaccess.com	Joel Denver	www.allaccess.com	1	No
BBGI.com	Toni Pirrone	3033 Riviera Dr, Suite 200, Naples, FL	2	No
Indeed.com	NA	www.indeed.com	1	No
PA Career Link	NA	www.pacareerlink.pa.state.us	0	No
PAB	Gail Ponti	www.pab.org	0	No
Internal Posting	Toni Pirrone	One Bala Plaza #424, Bala Cynwyd, PA 19004	1	No
Industry Referrals	NA	NA	1	No

a) Job Title: Account Executive

Referral Source of Hiree: Industry Referral

Name of Organization notified of Job Vacancy	Contact Person	Address/Telephone Number	Number of Interviewees Referred	Did Recruitment Source Request Notification (Yes or No)
MIX995WJBR.com	Marta DeLisi	812 Philadelphia Pk, Wilmington 302-442-4237	0	No
WJBR Radio	Marta DeLisi	812 Philadelphia Pk, Wilmington 302-442-4237	0	No
Industry Referrals	Marta DeLisi	812 Philadelphia Pk, Wilmington 302-442-4237	4	No

6) Total number of interviewees Referred: For the period from March 23, 2020 and March 22, 2021, this Employment Unit interviewed 14 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting

1. University of Delaware Department of Communications
Location: University of Delaware, Newark, DE (virtual event)
Date: September 23, 2020 (two sessions)

The station employment unit representative met with a class of 20 to 30 journalism students to discuss various issues including broadcast and podcast programming content. The station representative was available to discuss employment opportunities in broadcasting.

2. University of Delaware Department of Communications
Location: University of Delaware, Newark, DE (virtual event)
Date: November 19, 2020

The station employment unit representative met with a class of 20 to 30 journalism students to discuss various issues including broadcast and podcast programming content. The station representative was available to discuss employment opportunities in broadcasting.

3. University of Delaware Department of Communications
Location: University of Delaware, Newark, DE (virtual event)
Date: February 23, 2021

The station employment unit representative met with a class of 20 to 30 journalism students to discuss various issues including broadcast and podcast programming content. The station representative was available to discuss employment opportunities in broadcasting.

(b) Internship Program

WJBR Podcast Journalism Internship Program
Date: Ongoing from March 23, 2020

Working with the University of Delaware Department of Communications, the Employment Unit created an internship for students interested in broadcast or podcast journalism and provided 9 students the opportunity to write, record and edit audio content at the WJBR studios or remotely. The internship program assisted students to acquire skills needed for broadcast employment.

(c) Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues

Broadcast Pioneers Student Symposium
Dates: Ongoing from December 2020

Station employment unit representative worked with other local broadcasters to host an annual panel discussion for broadcast and communications students from area universities to discuss employment opportunities in radio and television broadcasting.

(d) EEO Training

Station employment unit representative reviewed the FCC's EEO FAQ ("FAQs About Equal Employment Opportunity Rules") at <https://www.fcc.gov/general/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies.