



WMBC-TV 63

MOUNTAIN BROADCASTING CORPORATION

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WMBC, Newton, NJ and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 1 February 2007 to and including 31 January 2008 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-Time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report

Covering the Period from 1 February 2007 to 31 January 2008

Station(s) Comprising Station Employment Unit: WMBC

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Date Filled	Total Number of Interviewees from All Sources for This Position
1	Master Control Operator**	NJ Dept of Labor Website 186 So. Clinton East Orange, NJ 07018	March 6, 2007	5
2	Master Control Operator** (2 Hired)	1. NJBA 348 Applegarth Rd Monroe Township, NJ 08831 2. Candidate does not recall ad source	June 9, 2007 July 26, 2007	14
3	News Reporter*	WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	June 11, 2007	7
4	Maintenance Engineer**	WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	July 17, 2007	4
5	Book Keeper**	WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	August 13, 2007	7
6	Master Control Operator**	Craigslist.org Craig Newmark, Customer Service Rep., craig@craigslist.org	October 22, 2007	10
7	News Reporter*	WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	November 26, 2007	12
8	Korean News Editor*	None Hired	None Hired	4
9	Video Editor*	None Hired	None Hired	39

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** - New Vision Services, LLC

Total Number of Persons Interviewed During Applicable Period: 102

Appendix 1 to

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Station(s) Comprising Station Employment Unit: WMBC

Section 2: Recruitment Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Master Control Operator**

Date Filled: March 6, 2007

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Employee Referral	Samantha Stack (973) 852-0300	1	No
New Jersey Broadcasters Association	Mary (609) 860-0111	1	No
New Jersey State Department of Labor	David Forsythe (609) 984-0971	1	Yes
The Star Ledger	Account Manager (973) 392-4141	2	No
wmbctv.com	Thomas Cha (973) 852-0300	0	

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2. Job Title: Master Control Operator
(2 Hired)**

Date Filled: June 9 & July 26, 2007

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	7	No
Montclair State University	Diane Freedman (973) 655-6965	2	No
New Jersey Broadcasters Association	Mary (609) 860-0111	1	Yes
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	
Passaic County Community College	Brian Duncan - Job Development Officer (973) 684-6797	0	
The Star Ledger	Account Manager (973) 392-4141	2	No
Walk-In / Unknown		1	Yes
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	
wmbctv.com	Thomas Cha (973) 852-0300	1	No

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3. Job Title: News Reporter***Date Filled: June 11, 2007**

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	0	
New Jersey Broadcasters Association	Mary (609) 860-0111	1	No
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	
The Star Ledger	Account Manager (973) 392-4141	4	No
Walk-In / Unknown		1	No
wmbctv.com	Thomas Cha (973) 852-0300	1	Yes

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4. Job Title: Maintenance Engineer****Date Filled: July 17, 2007**

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	0	
New Jersey Broadcasters Association	Mary (609) 860-0111	1	No
New Jersey State Department of Labor	David Forsythe (609) 984-0971	1	No
Society of Broadcast Engineers	Scott Jones (317) 846-9000	1	No
The Star Ledger	Account Manager (973) 392-4141	0	No
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	
wmbctv.com	Thomas Cha (973) 852-0300	1	Yes

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5. Job Title: Book Keeper**

Date Filled: August 13, 2007

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	0	
Montclair State University	Diane Freedman (973) 655-6965	3	No
New Jersey Broadcasters Association	Mary (609) 860-0111	0	
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	
The Star Ledger	Account Manager (973) 392-4141	1	No
Walk-In / Unknown		2	No
William Paterson University	Sodigi Karibi-Whyte, Career Dev. Center (973) 720-3022	0	
wmbctv.com	Thomas Cha (973) 852-0300	1	Yes

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6. Job Title: Master Control Operator**

Date Filled: October 22, 2007

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	7	Yes
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey Broadcasters Association	Mary (609) 860-0111	0	
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	
Passaic County Community College	Brian Duncan - Job Development Officer (973) 684-6797	0	
The Star Ledger	Account Manager (973) 392-4141	1	No
Walk-In / Unknown		2	No
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	
wmbctv.com	Thomas Cha (973) 852-0300	0	

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7. Job Title: News Reporter***Date Filled: November 26, 2007**

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	2	No
New Jersey Broadcasters Association	Mary (609) 860-0111	0	No
New Jersey Herald	Classified Customer Service (973) 383-9284 x208	1	No
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	
The Star Ledger	Account Manager (973) 392-4141	6	Yes
Walk-In / Unknown		1	No
wmbctv.com	Thomas Cha (973) 852-0300	2	

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8. Job Title: Korean News Editor***Date Filled: None Hired**

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
HeyKorean.com	(212) 260-2929	0	
Korea Times NY	Customer Service Classified (718) 482-1124	3	No
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey Broadcasters Association	Mary (609) 860-0111	0	No
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	No
Walk-In / Unknown		1	No
wmbctv.com	Thomas Cha (973) 852-0300	0	

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9. Job Title: Video Editor*

Date Filled: None Hired

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	4	No
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey Broadcasters Association	Mary (609) 860-0111	5	No
New Jersey State Department of Labor	David Forsythe (609) 984-0971	2	No
Star Ledger	Account Manager (973) 392-4141	20	No
Walk-In / Referral / Unknown		7	No
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	
WMBC website	Thomas Cha (973) 852-0300	1	No

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Appendix 2 to
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Covering the Period from 1 February 2007 to 31 January 2008

Station(s) Comprising Station Employment Unit: WMBC

Section 3: Recruitment Source Information

Recruitment Source (Name & Address)	Contact Person, Telephone number	Total # of Interviewees Referred	Full-time Positions for Which This Source Was Utilized
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	20	7
Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006	Various (973) 852-0300	1	1
HeyKorean.com 38 East 23 rd Street, #4B New York, NY 10010	(212) 260-2929	0	1
Korea Times NY 16 West 32 nd Street New York, NY 10001	Customer Service Classified (718) 482- 1124	3	1
Montclair State University Career Development Room 337, Morehead Hall Montclair, NJ 07043	Diane Freedman (973) 655-6965	5	5
New Jersey Broadcasters Assoc. 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	9	9
The New Jersey Herald 2 Spring Street Newton, NJ 07860	Classified Ads Customer Service (973) 383-9284 x208	1	1
New Jersey State Dept. of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	4	9
Passaic County Community College Center for Student Success, Room A230 One College Blvd Paterson, NJ 07505	Brian Duncan Job Development Officer (973) 684-6797	0	2
Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, IN 46260	Scott Jones, 317-846-9000	1	1

Recruitment Source (Name & Address)	Contact Person, Telephone number	Total # of Interviewees Referred	Full-time Positions for Which This Source Was Utilized
The Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	36	8
Walk-In / Unknown 99 Clinton Road W. Caldwell, NJ 07006		15	7
William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte Career Dev. Center (973) 720-3022	0	6
wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	7	9

Appendix 3 to Annual EEO Public File Report

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Station(s) Comprising Station Employment Unit: WMBC

Section 4: Supplemental (Non-Vacancy Specific) Recruitment/Outreach Activities Undertaken by WMBC.

Initiative	Scope of Participation and Location	Station Staff Involved
1. Participate in job fair	A. Attended Passaic County Community College's Annual Job Fair 2007 on April 12, 2007	Thomas Cha, Business Manager; Sue Orangeo, Traffic Manager
	B. Attended Essex County College Job Fair on January 23, 2008	Thomas Cha, Business Manager; Sue Orangeo, Traffic Manager
2. Participation in High School Scholarship Program	WMBC participates in local high school scholarship programs. During the month of June 2007, 14 seniors from individual local high schools were awarded \$1,000 scholarships each for college expenses.	Sue Orangeo, Traffic Manager