



# WMBC-TV 63

MOUNTAIN BROADCASTING CORPORATION

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## ANNUAL EEO PUBLIC FILE REPORT

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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 2014 to and including 31 January 2015 (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 2014 to 31 January 2015**

**Station(s) Comprising Station Employment Unit: WMBC**

**Section 1: Vacancy Information**

	<b>Full-time Positions Filled By Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Date Filled</b>	<b>Total Number of Interviewees from All Sources for This Position</b>
1	News Reporter*	Craigslist	March 10, 2014	6
2	Master Control Operator**	Craigslist	April 8, 2014	7
3	Master Control Operator**	Craigslist	September 15, 2014	9
4	TV News Anchor / Reporter*	Internal Referral	December 1, 2014	16

\* - Local Media TV, LLC

\*\* - New Vision Services, LLC

**Total Number of Persons Interviewed During Applicable Period: 38**

**Appendix 1 to**

**Annual EEO Public File Report**

Covering the Period from 1 February 2014 to 31 January 2015

Station(s) Comprising Station Employment Unit: WMBC

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

**1. Job Title: News Reporter\***

**Date Filled: March 10, 2014**

<b>Recruitment Source</b>	<b>Contact Person, Telephone Number</b>	<b>Total # of Interviewees Referred For Position</b>	<b>Referred Person Hired?</b>
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	2	Yes
Essex County College	Pamela Maynard, Director Student Development Center (973) 877-3115	0	
FOCUS Hispanic Center for Community Development+	Ms. Awilda Perez, Job Developer, (973) 624-2528 x114	0	
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey State Department of Labor (jobs4jersey.com)	David Forsythe (609) 984-0971	0	
Passaic County Community College	Brian Duncan, Job Development Officer (973) 684-6797	0	
The Progress, Community Newspaper	Kristen Albanese, Classified Sales Consultant (908) 766-3900 x240	0	
Walk-In / Referral / Unknown		2	No
William Paterson University	Sodigi Karibi-Whyte, Career Dev. Center (973) 720-3022	0	
WMBC website	Thomas Cha (973) 852-0300	2	No

\* - Local Media TV, LLC

\*\* - New Vision Services, LLC

+ - This organization requested notification for all full-time job vacancies

**2. Job Title: Master Control Operator\*\***

**Date Filled: April 8, 2014**

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	Yes
Essex County College	Pamela Maynard, Director Student Development Center (973) 877-3115	0	
FOCUS Hispanic Center for Community Development+	Ms. Awilda Perez, Job Developer, (973) 624-2528 x114	0	
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey State Department of Labor (jobs4jersey.com)	David Forsythe (609) 984-0971	0	
Passaic County Community College	Brian Duncan, Job Development Officer (973) 684-6797	2	No
The Progress, Community Newspaper	Kristen Albanese, Classified Sales Consultant (908) 766-3900 x240	0	
Walk-In / Referral / Unknown		0	
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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\*\* - New Vision Services, LLC

+ - This organization requested notification for all full-time job vacancies

**3. Job Title: Master Control Operator\*\***

**Date Filled: September 15, 2014**

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
Essex County College	Pamela Maynard, Director Student Development Center (973) 877-3115	0	
FOCUS Hispanic Center for Community Development+	Ms. Awilda Perez, Job Developer, (973) 624-2528 x114	0	
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey State Department of Labor (jobs4jersey.com)	David Forsythe (609) 984-0971	0	
Passaic County Community College	Brian Duncan, Job Development Officer (973) 684-6797	0	
The Progress, Community Newspaper	Kristen Albanese, Classified Sales Consultant (908) 766-3900 x240	0	
Walk-In / Referral / Unknown		2	No
William Paterson University	Sodigi Karibi-Whyte, Career Dev. Center (973) 720-3022	0	
WMBC website	Thomas Cha (973) 852-0300	0	

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+ - This organization requested notification for all full-time job vacancies

**4. Job Title: TV News Anchor / Reporter\***

**Date Filled: December 1, 2014**

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	10	No
Essex County College	Pamela Maynard, Director Student Development Center (973) 877-3115	0	
FOCUS Hispanic Center for Community Development+	Ms. Awilda Perez, Job Developer, (973) 624-2528 x114	0	
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey State Department of Labor (jobs4jersey.com)	David Forsythe (609) 984-0971	0	
Passaic County Community College	Brian Duncan, Job Development Officer (973) 684-6797	0	
The Progress, Community Newspaper	Kristen Albanese, Classified Sales Consultant (908) 766-3900 x240	0	
Walk-In / Referral / Unknown		5	Yes
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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\*\* - New Vision Services, LLC

+ - This organization requested notification for all full-time job vacancies

**Appendix 2 to**

**Annual EEO Public File Report**

**Covering the Period from 1 February 2014 to 31 January 2015**

**Station(s) Comprising Station Employment Unit: WMBC**

**Section 3: Recruitment Source Information**

<b>Recruitment Source (Name &amp; Address)</b>	<b>Contact Person, Telephone number</b>	<b>Total # of Interviewees Referred</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	23	4
Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006	Various (973) 852-0300	5	4
Essex County College Office of Student Development & Counseling 303 University Avenue Newark, NJ 07102	Pamela Maynard, Director Student Development Center (973) 877-3115	0	4
FOCUS Hispanic Center For Community Development 441-443 Broad Street Newark, NJ 07102	Awilda Perez Job Developer (973) 624-2528 x114	0	4
Montclair State University Career Development Room 337, Morehead Hall Montclair, NJ 07043	Diane Freedman (973) 655-6965	0	4

**Section 3: ~Continued~ Recruitment Source Information**

Recruitment Source (Name & Address)	Contact Person, Telephone number	Total # of Interviewees Referred	Full-time Positions for Which This Source Was Utilized
New Jersey State Dept. of Labor (Jobs4jersey.com) 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	4
Passaic County Community College Room A230 One College Blvd Paterson, NJ 07505	Brian Duncan, Job Development Officer (973) 684-6797	2	4
The Progress Recorder Community Newspapers PO Box 687 17-19 Morristown Road Bernardsville, NJ 07924	Kristen Albanese, Classified Advertising (908) 766-3900 x240	0	4
Walk-In / Unknown		4	4
William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte, Career Development Center (973) 720-3022	0	4
wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	4	4



**Appendix 3 to Annual EEO Public File Report**

**Covering the Period from 1 February 2013 to 31 January 2015**

**Station(s) Comprising Station Employment Unit: WMBC**

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

<b>Initiative</b>	<b>Scope of Participation and Location</b>	<b>Station Staff Involved</b>
<b>1. Participate in Job Fairs</b>	A. Attended Essex County College Job Fair on April 10, 2013	Thomas Cha, Business Manager
	B. Attended Passaic County Community College Job Fair on April 18, 2013	Thomas Cha, Business Manager
	C. Attended Essex County College Job Fair on October 11, 2013	Thomas Cha, Business Manager & Jeff Schultz, Chief Operator
	D. Attended Essex County College Job Fair on April 11, 2014	Thomas Cha, Business Manager
	E. Attended Passaic County Community College Job Fair on April 17, 2014	Thomas Cha, Business Manager
<b>2. Participation in High School Scholarship Program</b>	WMBC participates in local high school scholarship programs. During the month of May & June 2013, fifteen seniors from individual local high schools who have declared Mass Communications major were awarded \$1,000 scholarships each for college expenses.	Sue Orangeo, Traffic Manager
	WMBC participates in local high school scholarship programs. During the month of May & June 2014, fifteen seniors from individual local high schools who have declared Mass Communications major were awarded \$1,000 scholarships each for college expenses.	Thomas Cha, Business Manager

<p><b>3. Internship Program</b></p>	<p>Offered three internships throughout 2013 to assist members of the community and students from area colleges and universities obtain a broad knowledge of the inner workings of television news production and broadcast industry. Interns participate in news reporting and editing. One in May-June 2013 and one in June-July 2013.</p>	<p>Hansen Lau, News Director</p>
	<p>Offered three internships throughout 2014 to assist members of the community and students from area colleges and universities obtain a broad knowledge of the inner workings of television news production and broadcast industry. Interns participate in news reporting and editing. One in January-March 2014 and one in June-July 2014</p>	<p>Hansen Lau, News Director</p>
<p><b>4. Employment Law Training for Managers</b></p>	<p>Managers received training on how employment laws affect everyday management, including interviewing &amp; hiring of candidates. Covered all major federal employment laws including; Title VII of Civil Rights Act, Americans with Disabilities Act, Age Discrimination in Employment Act, the Family &amp; Medical Leave Act, the Fair Labor Standards Act &amp; Harassment Law. January 8, 2015</p>	<p>Departmental Managers</p>
<p>Diversity Training</p>	<p>Managers received training on what constitutes diversity in the workplace, how to break down workplace stereotypes and learn the value of a diverse staff. Managers learned about the negative effects prejudices can have on relationships, and relates to employees the dangers of making assumptions about other people. Covered the basics of conflict resolution and the legal protections afforded to ethnic groups. Jan 21, 2015</p>	<p>Departmental Managers</p>