



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 2012 to and including 31 January 2013 (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 2012 to 31 January 2013

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** | Craigslist | Feb 1, 2012 | 7 |
| 2 | News Reporter* | NJ Herald | March 1, 2012 | 12 |
| 3 | Master Control Operator** | ECC Job Fair | May 23, 2012 | 9 |
| 4 | Receptionist** | ECC Job Fair | Sept 22, 2012 | 7 |
| 5 | Master Control Operator** | Craigslist | November 21, 2012 | 9 |
| 6 | News Reporter* | Craigslist | January 24, 2013 | 9 |

* - Local Media TV, LLC

** - New Vision Services, LLC

Total Number of Persons Interviewed During Applicable Period: 53

Appendix 1 to

Annual EEO Public File Report

Covering the Period from 1 February 2012 to 31 January 2013

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: Feb 1, 2012

| 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 | David Forsythe (609) 984-0971 | 0 | |
| Passaic County Community College | Brian Duncan, Job Development Officer (973) 684-6797 | 0 | |
| The Progress, Community Newspaper | Nicole Bonaccorso, Classified Manager (908) 766-3900 x243 | 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 | 0 | |

* - Local Media TV, LLC

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

2. Job Title: News Reporter*

Date Filled: March 1, 2012

| 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 | 6 | 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 Herald Newspaper | Karessa Keyser, Classified Account Executive (217) 221-3394 | 4 | 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 Progress, Community Newspaper | Kristen Albanese, Classified Advertising (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 | 2 | No |

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3. Job Title: Master Control Operator**

Date Filled: May 22, 2012

| 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 |
| Essex County College | Pamela Maynard – Director Student Development Center (973) 877-3115 | 3 | Yes |
| 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 | David Forsythe (609) 984-0971 | 0 | |
| Passaic County Community College | Brian Duncan - Job Development Officer (973) 684-6797 | 3 | No |
| The Progress, Community Newspaper | Nicole Bonaccorso, Classified Manager (908) 766-3900 x243 | 0 | |
| Walk-In / Referral / Unknown | | 1 | 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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4. Job Title: Receptionist**

Date Filled: September 22, 2012

| 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 | 1 | No |
| Essex County College | Pamela Maynard – Director Student Development Center (973) 877-3115 | 2 | Yes |
| 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 | David Forsythe (609) 984-0971 | 1 | No |
| Passaic County Community College | Brian Duncan - Job Development Officer (973) 684-6797 | 2 | No |
| Walk-In / Referral / Unknown | | 0 | |
| William Paterson University | Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022 | 1 | No |
| WMBC website | Thomas Cha (973) 852-0300 | 0 | |

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5. Job Title: Master Control Operator**

Date Filled: November 21, 2012

| 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 | 8 | 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 | |
| Jobs4Jersey.com | State of NJ Dept of Labor Catherine Mycoff (609) 777-3200 | 0 | |
| Montclair State University | Diane Freedman (973) 655-6965 | 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 Progress, Community Newspaper | Kristen Albanese, Classified Advertising (908) 766-3900 x240 | 0 | |
| Walk-In / Referral / Unknown | | 0 | |
| William Paterson University | Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022 | 1 | No |
| WMBC website | Thomas Cha (973) 852-0300 | 0 | |

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6. Job Title: News Reporter*

Date Filled: January 24, 2013

| 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 | 3 | 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 | |
| Jobs4Jersey.com | State of NJ Dept of Labor Catherine Mycoff (609) 777-3200 | 0 | |
| Montclair State University | Diane Freedman (973) 655-6965 | 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 Progress, Community Newspaper | Kristen Albanese, Classified Advertising (908) 766-3900 x240 | 0 | |
| Tvjobs.com | Mark Holloway, Broadcast Employment Services 800-374-0119 | 2 | No |
| 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 | 4 | No |

* - Local Media TV, LLC

** - 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 2012 to 31 January 2013

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 | 27 | 6 |
| Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006 | Various (973) 852-0300 | 0 | 6 |
| Essex County College Office of Student Development & Counseling 303 University Avenue Newark, NJ 07102 | Pamela Maynard, Director Student Development Center (973) 877-3115 | 5 | 6 |
| FOCUS Hispanic Center For Community Development 441-443 Broad Street Newark, NJ 07102 | Awilda Perez Job Developer (973) 624-2528 x114 | 0 | 6 |
| Jobs4Jersey.com Department of Labor & Workforce Development 1 John Fitch Plaza PO Box 110 Trenton , NJ 08625 | Catherine Mycoff (609) 777-3200 | 0 | 2 |
| Montclair State University Career Development Room 337, Morehead Hall Montclair, NJ 07043 | Diane Freedman (973) 655-6965 | 0 | 6 |
| New Jersey Herald Quincy Herald-Whig 130 South 5 th Street Quincy, IL 62301 | Karessa Keyser, Classified Account Executive (217) 221-3394 | 4 | 1 |

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 186 So. Clinton East Orange, NJ 07018 | David Forsythe (609) 984-0971 | 1 | 6 |
| Passaic County Community College Room A230 One College Blvd Paterson, NJ 07505 | Brian Duncan, Job Development Officer (973) 684-6797 | 5 | 6 |
| The Progress Recorder Community Newspapers PO Box 687 17-19 Morristown Road Bernardsville, NJ 07924 | Kristen Albanese, Classified Advertising (908) 766-3900 x240 | 0 | 5 |
| Tvjobs.com PO Box 4116 Oceanside, CA 92052 | Mark Holloway, Broadcast Employment Services 800-374-0119 | 2 | 1 |
| Walk-In / Unknown | | 1 | 6 |
| William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470 | Sodigi Karibi-Whyte, Career Development Center (973) 720-3022 | 2 | 6 |
| wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006 | Thomas Cha (973) 852-0300 | 6 | 6 |

Appendix 3 to Annual EEO Public File Report

Covering the Period from 1 February 2011 to 31 January 2013

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 Fairs | A. Attended Passaic County Community College Job Fair on April 8, 2011 | Thomas Cha, Business Manager |
| | B. Attended Essex County College Job Fair on November 16, 2011 | Thomas Cha, Business Manager |
| | C. Attended Essex County College Job Fair on April 11, 2012 | Thomas Cha, Business Manager |
| | D. Attended Passaic County Community College Job Fair on April 19, 2012 | 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 May & June 2011, 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 2012, fourteen 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 |

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

| Initiative | Scope of Participation and Location | Station Staff Involved |
|---|--|--|
| <p>3. Employment Law Training for Managers</p> | <p>Managers received training on how employment laws affect everyday management, including interviewing & 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 & Medical Leave Act, the Fair Labor Standards Act & Harassment Law. January 6, 2012</p> | <p>Departmental Managers</p> |
| | <p>Manager received training on how employment laws affect everyday management, including interviewing & 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 & Medical Leave Act, the Fair Labor Standards Act & Harassment Law. December 11, 2012</p> | <p>Master Control Departmental Manager</p> |
| <p>4. Internship Program</p> | <p>Offered several internships throughout 2011 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.</p> | <p>Hansen Lau, News Director</p> |
| | <p>Offered several internships throughout 2012 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.</p> | <p>Hansen Lau, News Director</p> |