



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 2008 to and including 31 January 2009 (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 2008 to 31 January 2009

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	Video Editor*	Star Ledger	February 18, 2008	11
2	Video Editor*	Korea Times NY	March 11, 2008	4
3	Receptionist**	Craigslist.org	May 21, 2008	12
4	Master Control Operator** (2 Hired)	1. Craigslist.org 2. New Jersey Broadcasters Association	June 12, 2008 June 19, 2008	9
5	Video Editor*	www.wmbctv.com	August 4, 2008	2
6	Reporter - Korean News*	Star Ledger	December 1, 2008	5
7	Master Control Operator**	www.wmbctv.com	January 12, 2009	3

* - Local Media TV, LLC

** - New Vision Services, LLC

Total Number of Persons Interviewed During Applicable Period: 46

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: Video Editor*

Date Filled: February 18, 2008

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	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	No
Star Ledger	Account Manager (973) 392-4141	3	Yes
Walk-In / Referral / Unknown		3	No
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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2. Job Title: Video Editor (Korean)*

Date Filled: March 11, 2008

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	
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
Heykorean.com	HeyKorean.com (212) 260-2929	0	
Korea Times NY	Customer Service Classified (718) 482-1124	1	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	
Walk-In / Referral / Unknown		3	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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3. Job Title: Receptionist**

Date Filled: May 21, 2008

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
Caldwell College	Judy Casey - Director Experiential Learning, (973) 618-3536	0	
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
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	1	No
The Star Ledger	Account Manager (973) 392-4141	1	No
Unknown	Candidate did not specify or does not recall.	2	No
wmbctv.com	Thomas Cha (973) 852-0300	0	
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	

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

Date Filled: June 12 & 14, 2008

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	5	Yes
Caldwell College	Judy Casey - Director Experiential Learning, (973) 618-3536	0	
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey Broadcasters Association	Mary (609) 860-0111	2	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	1	No
wmbctv.com	Thomas Cha (973) 852-0300	1	No
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	

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5. Job Title: Video Editor (Korean)*

Date Filled: August 4, 2008

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	
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
Heykorean.com	HeyKorean.com (212) 260-2929	0	
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	
wmbctv.com	Thomas Cha (973) 852-0300	2	Yes
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	

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6. Job Title: Reporter - Korean News*

Date Filled: December 1, 2008

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	
Caldwell College	Judy Casey - Director Experiential Learning, (973) 618-3536	0	
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
Montclair State University	Diane Freedman (973) 655-6965	0	
New Jersey Broadcasters Association	Mary (609) 860-0111		
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	
On-Air Announcement	WMBC-TV	1	No
Passaic County Community College	Brian Duncan - Job Development Officer (973) 684-6797	0	
The Star Ledger	Account Manager (973) 392-4141	2	Yes
Walk-In / Referral / Unknown		2	No
wmbctv.com	Thomas Cha (973) 852-0300		
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	

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7. Job Title: Master Control Operator**

Date Filled: January 12, 2009

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	
Caldwell College	Judy Casey - Director Experiential Learning, (973) 618-3536	0	
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
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	0	
wmbctv.com	Thomas Cha (973) 852-0300	3	Yes
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	

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Appendix 2 to
Annual EEO Public File Report

Covering the Period from 1 February 2008 to 31 January 2009

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
Caldwell College	Judy Casey - Director Experiential Learning, (973) 618-3536	0	4
Craigslist.org	Craig Newmark, Customer Service Rep., craig@craigslist.org	16	7
Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006	Various (973) 852-0300	0	7
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	7
HeyKorean.com 38 East 23 rd Street, #4B New York, NY 10010	(212) 260-2929	0	2
Korea Times NY 16 West 32 nd Street New York, NY 10001	Customer Service Classified (718) 482-1124	1	1
Montclair State University Career Development Room 337, Morehead Hall Montclair, NJ 07043	Diane Freedman (973) 655-6965	0	7
New Jersey Broadcasters Assoc. 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	11	7
New Jersey State Dept. of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	7
On-Air Announcement 99 Clinton Road West Caldwell, NJ 07006	Hansen Lau, News Director (973) 852-0300	1	1
Passaic County Community College Room A230 One College Blvd Paterson, NJ 07505	Brian Duncan Job Development Officer (973) 684-6797	1	6

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	7	5
Walk-In / Unknown 99 Clinton Road W. Caldwell, NJ 07006		10	7
William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte Career Dev. Center (973) 720-3022	0	7
wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	8	7

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
	C. Attended Caldwell College Job Fair on March 5, 2008	Thomas Cha, Business Manager; Sue Orangeo, Traffic Manager
	D. Attended Passaic County Community College Job Fair on April 17, 2008	Thomas Cha, Business 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 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 June 2008, 15 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
3. Employment Law Training for Managers	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. July 29, 2008	Departmental Managers
4. Internship Program	Offers one student from area colleges and universities a broad knowledge of the inner workings of television news production. Student participates in news reporting and editing. The program took place during summer 2008.	Hansen Lau, News Director