



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 2019 to and including 31 January 2020 (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 2019 to 31 January 2020
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	*Editor/Videographer	Indeed.com	February 18, 2019	15
2	*Master Control Operator	Indeed.com	November 4, 2019	11
3	*Editor/Production Assistant	Indeed.com	December 20, 2019	17

* - *New Vision Services, LLC*

Total Number of Persons Interviewed During Applicable Period: 43

Appendix 1 to
Annual EEO Public File Report

Covering the Period from 1 February 2019 to 31 January 2020

Station(s) Comprising Station Employment Unit: WMBC

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

1. Job Title: Editor/Videographer*

Date Filled: February 18, 2019

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
Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750	Customer Support 800-475-4361	14	Yes
New Jersey State Department of Labor (jobs4jersey.com)	David Forsythe (609) 984-0971	0	
Rutgers University	Michelle Bryan, Employer Relations Specialist (973) 353-1852	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	

* - New Vision Services, LLC

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

Appendix 1 to
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Covering the Period from 1 February 2019 to 31 January 2020

Station(s) Comprising Station Employment Unit: WMBC

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

2. Job Title: Master Control Operator*

Date Filled: November 4, 2019

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
Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750	Customer Support 800-475-4361	7	Yes
New Jersey State Department of Labor (jobs4jersey.com)	David Forsythe (609) 984-0971	0	
Rutgers University	Michelle Bryan, Employer Relations Specialist (973) 353-1852	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	

* - New Vision Services, LLC

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

Appendix 1 to

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Covering the Period from 1 February 2019 to 31 January 2020

Station(s) Comprising Station Employment Unit: WMBC

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

3. Job Title: Editor/Production Assistant*

Date Filled: December 20, 2019

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750	Customer Support 800-475-4361	17	Yes
New Jersey State Department of Labor (jobs4jersey.com)	David Forsythe (609) 984-0971	0	
Rutgers University	Michelle Bryan, Employer Relations Specialist (973) 353-1852	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	

* - 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 2019 to 31 January 2020

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	5	2
Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006	Various (973) 852-0300	0	3
Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750	Customer Support 800-475-4361	38	3
New Jersey State Dept. of Labor (Jobs4jersey.com) 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	3
Walk-In / Unknown		0	3

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
Rutgers University Newark Career Development Center Hill Hall 360 Martin Luther King, Jr. Blvd Newark, NJ 07102	Michelle Bryan, Employer Relations Specialist (973) 353-1852	0	3
William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte, Career Development Center (973) 720-3022	0	3
wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	0	3

Appendix 3 to Annual EEO Public File Report

Covering the Period from 1 February 2019 to 31 January 2021

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. Participation in High School Scholarship Program	WMBC participates in local high school scholarship programs. During the month of May & June 2019, twelve seniors from individual local high schools who have declared Mass Communications major were awarded \$2,000 scholarships each for college expenses.	Thomas Cha, Business Manager
2. Internship Program	Offered internship in June 2019 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.	Hansen Lau, News Director
3. Training Personnel	This training is ongoing and employees are taught additional job skills from their respective supervisors to acquire expertise that could qualify them for higher-level positions. Training is held in the respective departments in WMBC facility.	Departmental Managers