



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 2018 to and including 31 January 2019 (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 2018 to 31 January 2019
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	*News Reporter	Online (unknown)	September 21, 2018	15

* - *New Vision Services, LLC*

Total Number of Persons Interviewed During Applicable Period: 15

Appendix 1 to
Annual EEO Public File Report

Covering the Period from 1 February 2018 to 31 January 2019

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: September 21, 2018

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	
Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750	Customer Support 800-475-4361	10	
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		3	
William Paterson University	Sodigi Karibi-Whyte, Career Dev. Center (973) 720-3022	0	
WMBC website	Thomas Cha (973) 852-0300	1	

* - 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 2018 to 31 January 2019

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	1	1
Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006	Various (973) 852-0300	1	1
Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750	Customer Support 800-475-4361	10	1
New Jersey State Dept. of Labor (Jobs4jersey.com) 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	1
Walk-In / Unknown		2	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
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	1
William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte, Career Development Center (973) 720-3022	0	1
wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	1	1

Appendix 3 to Annual EEO Public File Report

Covering the Period from 1 February 2017 to 31 January 2019

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 2017, fifteen 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
	WMBC participates in local high school scholarship programs. During the month of May & June 2018, fifteen 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 internships (4) in May, June, July and August 2017 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
	Offered internship in June & July 2018 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

Initiative	Scope of Participation and Location	Station Staff Involved
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
4. Employment Law Training for Managers	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. January 4, 2019	Departmental Manager