

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 2006 to and including 31 January 2007 (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 2006 to 31 January 2007

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	Receptionist**	Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	March 23, 2006	11
2	Reporter*	Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	April 10, 2006	9
3	Engineer**	NJBA 348 Applegarth Rd Monroe Township, NJ 08831	May 30, 2006	6
4	Book Keeper**	Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	July 5, 2006	4
5	Editor* (2 hired)	1. NJBA 348 Applegarth Rd Monroe Township, NJ 08831 2. WMBCTV.COM 99 Clinton Road W. Caldwell, NJ 07006	July 20, 2006 July 24, 2006	5
6	Master Control Operator** (2 hired)	1. Employee Referral 99 Clinton Road W. Caldwell, NJ 07006 2. Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	August 11, 2006 October 26, 2006	10
7	Reporter*	WMBCTV.COM 99 Clinton Road W. Caldwell, NJ 07006	November 11, 2006	20

* - Local Media TV, LLC

** - New Vision Services, LLC

Total Number of Persons Interviewed During Applicable Period: 65

Appendix 1 to

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

1. Job Title: Receptionist**

Date Filled: March 23, 2006

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
Employee Referral 99 Clinton Road West Caldwell, NJ 07006	Hansen Lau, (973) 852-0300	0	No
NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	0	No
NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	No
Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	7	Yes
Walk-In / Unknown 99 Clinton Road W. Caldwell, NJ 07006		3	No
WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	1	No

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2. Job Title: Reporter*

Date Filled: April 10, 2006

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	2	No
NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	No
Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	4	Yes
Walk-In / Unknown 99 Clinton Road W. Caldwell, NJ 07006		2	No
WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	1	No

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3. Job Title: Engineer**

Date Filled: May 30, 2006

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	1	Yes
NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	3	No
Passaic County Community College Center for Student Success, Room A230 One College Blvd Paterson, NJ 07505	Brian Duncan Job Development Officer (973) 684-6797	0	No
Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	1	No
Walk-In / Unknown 99 Clinton Road W. Caldwell, NJ 07006		1	No
William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte Career Dev. Center (973) 720-3022	0	No
WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	0	No

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4. Job Title: Book Keeper****Date Filled: July 5, 2006**

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	0	No
NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	No
Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	3	Yes
Walk-In / Unknown 99 Clinton Road W. Caldwell, NJ 07006		1	No
WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	0	No

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5. Job Title: Editor* (2 hired)**Date Filled: July 20 & 24, 2006**

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	1	Yes
NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971		No
Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	1	No
Employee Referral 99 Clinton Road W. Caldwell, NJ 07006		1	No
WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	2	Yes

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6. Job Title: Master Control Operator (2 Hired)**
Date Filled: August 11, 2006 & October 26, 2006

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	3	No
NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	1	No
Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	5	Yes
Employee Referral 99 Clinton Road W. Caldwell, NJ 07006		1	Yes
WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	0	No

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7. Job Title: Reporter*

Date Filled: November 11, 2006

Recruitment Source	Contact Person, Telephone Number	Total # of Interviewees Referred For Position	Referred Person Hired?
NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	0	No
NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	No
Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	6	No
Employee Referral 99 Clinton Road W. Caldwell, NJ 07006		2	No
Walk-In 99 Clinton Road W. Caldwell, NJ 07006		2	No
WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	10	Yes

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Appendix 2 to
Annual EEO Public File Report

Covering the Period from 1 February 2006 to 31 January 2007

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
A	Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006	Hansen Lau (973) 852-0300	4	4
B	NJBA 348 Applegarth Rd Monroe Township, NJ 08831	Mary (609) 860-0111	7	7
C	NJ Dept of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	4	7
D	Passaic County Community College Center for Student Success, Room A230 One College Blvd Paterson, NJ 07505	Brian Duncan Job Development Officer (973) 684-6797	0	1
E	Star Ledger 1 Star-Ledger Plaza Newark, NJ 07102	Account Manager (973) 392-4141	27	7
F	Walk-In / Unknown 99 Clinton Road W. Caldwell, NJ 07006		9	5
G	William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte Career Dev. Center (973) 720-3022	0	1
H	WMBC website 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	14	7

Appendix 3 to Annual EEO Public File Report

Covering the Period from 1 February 2006 to 31 January 2007

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 William Paterson University Job Fair 2006 on March 30, 2006	Thomas Cha, Business Manager; Sue Orangeo, Traffic Manager
	B. Attended Passaic County Community College Annual Job Fair on April 13, 2006	Thomas Cha, Business Manager; Sue Orangeo, Traffic Manager
2. Training Program	Established an Electronic Engineer training program designed to enable station personnel to acquire skills that could qualify them for higher level positions in television through the purchase and use of text books.	Thomas Cha & Master Control Operators
3. Participation in High School Scholarship Program	WMBC participates in a high school scholarship program. During the month of June 2006, 14 high school students were awarded \$1,000 scholarships each for college expenses.	Sun Young Joo, Chairman; Hansen Lau, News Director; Sue Orangeo, Traffic Manager.
4. Diversity Training / Video	Managers received training on what constitutes diversity in the workplace, how to break down workplace stereotypes and learn the value of a diverse staff. Covered the basics of conflict resolution and the legal protections afforded to ethnic groups. Jan 19, 2007	Departmental Managers
5. 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 takes place during spring.	Hansen Lau, News Director