



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 2010 to and including 31 January 2011 (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 2010 to 31 January 2011

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** | New Jersey Broadcasters Association | March 10, 2010 | 4 |
| 2 | Receptionist** | Craigslist | June 17, 2010 | 12 |
| 3 | Master Control Operator** | Craigslist | July 28, 2010 | 7 |
| 4 | Reporter* | TVjobs.com | August 18, 2010 | 7 |
| 5 | Master Control Operator** | Craigslist | October 14, 2010 | 8 |
| 6 | Master Control Operator** | www.WMBCTV.COM | November 12, 2010 | 6 |

* - Local Media TV, LLC

** - New Vision Services, LLC

Total Number of Persons Interviewed During Applicable Period: 44

Appendix 1 to

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Covering the Period from 1 February 2010 to 31 January 2011

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: March 10, 2010

| 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 |
| Montclair State University | Diane Freedman (973) 655-6965 | 0 | |
| New Jersey Broadcasters Association | Paul Rotella President/CEO (609) 860-0111 | 1 | 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 | |
| Walk-In / Referral / Unknown | | 2 | No |
| 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

** - New Vision Services, LLC

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

2. Job Title: Receptionist**

Date Filled: June 17, 2010

| 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 | 9 | Yes |
| Essex County College | Pamela Maynard – Director Career Resources Center, (973) 877-3115 | 0 | |
| FOCUS Hispanic Center For Community Development+ | Awilda Perez Job Developer (973) 624-2528 x114 | 0 | |
| Montclair State University | Diane Freedman (973) 655-6965 | 0 | |
| New Jersey Broadcasters Association | Paul Rotella President/CEO (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 | | 2 | No |
| 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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3. Job Title: Master Control Operator**

Date Filled: July 28, 2010

| 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 | Yes |
| Essex County College | Pamela Maynard – Director Career Resources Center, (973) 877-3115 | 0 | |
| FOCUS Hispanic Center For Community Development+ | Awilda Perez Job Developer (973) 624-2528 x114 | 0 | |
| Montclair State University | Diane Freedman (973) 655-6965 | 0 | |
| New Jersey Broadcasters Association | Paul Rotella President/CEO (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 | | 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: Reporter*

Date Filled: August 18, 2010

| 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 |
| Essex County College | Pamela Maynard – Director Career Resources Center, (973) 877-3115 | 0 | |
| FOCUS Hispanic Center For Community Development+ | Awilda Perez Job Developer (973) 624-2528 x114 | 0 | |
| Media-match.com | Tammy Romanuik (323) 284-5589 | 1 | No |
| Montclair State University | Diane Freedman (973) 655-6965 | 0 | |
| New Jersey Broadcasters Association | Paul Rotella President/CEO (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 | |
| TVjobs.com | Broadcast Employment Services (760) 754-8177 | 2 | Yes |
| 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 | |

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5. Job Title: Master Control Operator**

Date Filled: Oct 14, 2010

| 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 Career Resources Center, (973) 877-3115 | 0 | |
| FOCUS Hispanic Center For Community Development+ | Awilda Perez Job Developer (973) 624-2528 x114 | 0 | |
| Montclair State University | Diane Freedman (973) 655-6965 | 0 | |
| New Jersey Broadcasters Association | Paul Rotella President/CEO (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 | | 0 | |
| 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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6. Job Title: Master Control Operator**

Date Filled: Nov 12, 2010

| 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 |
| Essex County College | Pamela Maynard – Director Career Resources Center, (973) 877-3115 | 0 | |
| FOCUS Hispanic Center For Community Development+ | Awilda Perez Job Developer (973) 624-2528 x114 | 0 | |
| Montclair State University | Diane Freedman (973) 655-6965 | 0 | |
| New Jersey Broadcasters Association | Paul Rotella President/CEO (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 | | 0 | |
| William Paterson University | Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022 | 0 | |
| WMBC website | Thomas Cha (973) 852-0300 | 3 | Yes |

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Appendix 2 to
Annual EEO Public File Report

Covering the Period from 1 February 2010 to 31 January 2011

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 | 31 | 6 |
| Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006 | Various (973) 852-0300 | | 6 |
| Essex County College | Pamela Maynard – Director Career Resource Center, (973) 877-3115 | | 6 |
| FOCUS Hispanic Center For Community Development | Awilda Perez Job Developer (973) 624-2528 x114 | | 6 |
| Media-match.com 8112 1/2 West 3 rd Street Los Angeles, CA 90048 | Tammy Romanuik (323) 284-5589 | 1 | 1 |
| Montclair State University Career Development Room 337, Morehead Hall Montclair, NJ 07043 | Diane Freedman (973) 655-6965 | | 6 |
| New Jersey Broadcasters Assoc. 348 Applegarth Rd Monroe Township, NJ 08831 | Paul Rotella, President (609) 860-0111 | 1 | 6 |
| New Jersey State Dept. of Labor 186 So. Clinton East Orange, NJ 07018 | David Forsythe (609) 984-0971 | | 6 |

| Recruitment Source (Name & Address) | Contact Person, Telephone number | Total # of Interviewees Referred | Full-time Positions for Which This Source Was Utilized |
|---|---|--|---|
| Passaic County Community College Room A230 One College Blvd Paterson, NJ 07505 | Brian Duncan Job Development Officer (973) 684-6797 | | 6 |
| TVjobs.com PO Box 4116 Oceanside, CA 92052 | Broadcast Employment Services (760) 754-8177 | 2 | 1 |
| Walk-In / Unknown | | 5 | 6 |
| William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470 | Sodigi Karibi-Whyte Career Dev. Center (973) 720-3022 | 1 | 6 |
| wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006 | Thomas Cha (973) 852-0300 | 3 | 6 |

Appendix 3 to Annual EEO Public File Report

Covering the Period from 1 February 2009 to 31 January 2011

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 Essex County College Job Fair on February 19, 2009 | Thomas Cha, Business Manager |
| | B. Attended Essex County College Job Fair on December 9, 2009 | Thomas Cha, Business Manager |
| | C. Attended Passaic County Community College Job Fair on April 15, 2010 | Thomas Cha, Business Manager Sue Orangeo, Traffic Manager |
| | D. Attended Montclair Statue University Job Fair on April 22, 2010 | Thomas Cha, Business Manager |
| 2. Participation in High School Scholarship Program | WMBC participates in local high school scholarship programs. During the month of May & June 2009, 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 |
| | WMBC participates in local high school scholarship programs. During the month of May & June 2010, 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. Internship Program | Offered several internships throughout the years 2009 and 2010 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 |
| 4. 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. December 7, 2010 | Departmental Managers |