



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 2009 to and including 31 January 2010 (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 2009 to 31 January 2010

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**	www.NJBA.com	February 17, 2009	12
2	Receptionist**	www.CRAIGSLIST.com	August 17, 2009	13
3	Reporter*	www.CRAIGSLIST.com	September 14, 2009	8
4	Master Control Operator**	www.CRAIGSLIST.com	January 22, 2010	3

* - Local Media TV, LLC

** - New Vision Services, LLC

Total Number of Persons Interviewed During Applicable Period: 36

Appendix 1 to

Annual EEO Public File Report

Covering the Period from 1 February 2009 to 31 January 2010

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: February 17, 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	9	No
Montclair State University	Diane Freedman (973) 655-6965	0	No
New Jersey Broadcasters Association	Mary Yaccarino (609) 860-0111	2	Yes
New Jersey State Department of Labor	David Forsythe (609) 984-0971	0	No
Walk-In / Referral / Unknown		1	No
William Paterson University	Sodigi Karibi-Whyte - Career Dev. Center (973) 720-3022	0	No
WMBC website	Thomas Cha (973) 852-0300	0	No

* - Local Media TV, LLC

** - New Vision Services, LLC

2. Job Title: Receptionist**

Date Filled: August 17, 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	12	Yes
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
Montclair State University	Diane Freedman (973) 655-6965	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	

* - Local Media TV, LLC

** - New Vision Services, LLC

3. Job Title: Reporter*

Date Filled: September 14, 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	4	Yes
Essex County College	Pamela Maynard – Director Career Resources Center, (973) 877-3115	0	
Montclair State University	Diane Freedman (973) 655-6965	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 PO Box 4116 Oceanside, CA 92052 (800) 374-0119	1	No
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	1	No

* - Local Media TV, LLC

** - New Vision Services, LLC

4. Job Title: Master Control Operator**

Date Filled: January 22, 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	Yes
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	Paul Rotella, President (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	

* - Local Media TV, LLC

** - New Vision Services, LLC

Appendix 2 to
Annual EEO Public File Report

Covering the Period from 1 February 2009 to 31 January 2010

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	28	4
Employee Referral/TV Station 99 Clinton Rd., W. Caldwell, NJ 07006	Various (973) 852-0300	1	4
Essex County College	Pamela Maynard – Director Career Resource Center, (973) 877-3115	0	3
Montclair State University Career Development Room 337, Morehead Hall Montclair, NJ 07043	Diane Freedman (973) 655-6965	0	4
New Jersey Broadcasters Assoc. 348 Applegarth Rd Monroe Township, NJ 08831	Paul Rotella, President (609) 860-0111	2	2
New Jersey State Dept. of Labor 186 So. Clinton East Orange, NJ 07018	David Forsythe (609) 984-0971	0	4
On-Air Announcement 99 Clinton Road West Caldwell, NJ 07006	Hansen Lau, News Director (973) 852-0300	0	0
Passaic County Community College Room A230 One College Blvd Paterson, NJ 07505	Brian Duncan Job Development Officer (973) 684-6797	0	3

Recruitment Source (Name & Address)	Contact Person, Telephone number	Total # of Interviewees Referred	Full-time Positions for Which This Source Was Utilized
TVJobs.com	Broadcast Employment Services PO Box 4116 Oceanside, CA 92052 (800) 374-0119	1	1
Walk-In / Unknown		3	4
William Paterson University Morrison Hall, Main level 300 Pompton Rd., Wayne, NJ 07470	Sodigi Karibi-Whyte Career Dev. Center (973) 720-3022	0	4
wmbctv.com 99 Clinton Rd., W. Caldwell, NJ 07006	Thomas Cha (973) 852-0300	1	4

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
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