

NEWARK PUBLIC RADIO, INC., (WBGO-FM)

Equal Employment Opportunity Public File Report

February 1, 2011 – January 31, 2012

The purpose of this report is to comply with Section 73.2080(c)(6) of the Federal Communications Commissions' EEO rules. The report can be found in the public inspection file at 54 Park Place, Newark, New Jersey and on the station's website, www.wbgo.org. This report contains the following information:

- 1) A list of the full time vacancies filled by the Reporting Station during the Reporting Period.
- 2) For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address contact person and telephone number.
- 3) The recruitment source that referred the hiree for each full-time vacancy during the Reporting Period.
- 4) Data reflecting the total number of persons interviewed for full time vacancies during the Reporting Period and the total number of interviews referred by each recruitment source utilized in connection with such vacancies.
- 5) A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(6) of the FCC's EEO Rules during the Reporting Period.

Four-full-time positions were filled at WBGO during the reporting period.

(1) CORPORATE ACCOUNT EXECUTIVE

In March 2011, WBGO began recruitment for the position described above. As a recruitment tool we placed job ads on Craig's List, idealist.org, wbgo.org, Berkeley College Career Placement Center and conducted a guerilla marketing e-blast utilizing industry contacts. We also reviewed and considered resumes received from a recent search in late 2010, as well as referrals from staff.

19 resumes were received

3 candidates were interviewed

The candidate selected was recruited from an employee referral and started on May 9, 2011.

(2) DIGITAL CONTENT EDITOR

There was no posting for the position described above, the individual was hired internally.

1 resume received

1 candidate interviewed

The candidate was selected as an internal promotion and started on October 17, 2011.

(3) DEVELOPMENT COORDINATOR

In August 2011, WBGO began recruitment for the position described above. As a recruitment tool we placed job wanted ads on Craig's List, idealist.org, careerdevelopment.employers.nyu.edu and wbgo.org.

40 resumes were received

A total of 10 candidates were interviewed

The candidate, Fran Cassella, was selected as an internal promotion on January 3, 2012.

(4) ADMINISTRATIVE ASSISTANT

In December 2011, WBGO began recruitment for the position described above. As a recruitment tool we placed job wanted ads on Craig's List (Northern NJ area), idealist.org, NJ.gov and wbgo.org.

300 resumes were received

15 candidates were interviewed

The candidate selected was recruited from idealist.org and was offered and accepted the position on January 26, 2012.

Appendix A

ANNUAL EEO PUBLIC FILE REPORT FOR BROADCAST STATIONS

Reporting Station(s) WBGO-FM
Call Sign(s)

Summary of Full-Time Job Vacancy Information

FULL TIME POSITIONS FILLED	TOTAL # OF INTERVIEWEES FROM ALL RECRUITMENT SOURCES FOR POSITION	RECRUITMENT SOURCES USED
CORPORATE ACCOUNT EXECUTIVE	3	wbgo website, craigslist, idealist.org, Berkeley College Career Placement center, guerilla marketing e-mail blast to all contacts and employee referrals
DIGITAL CONTENT EDITOR	0	Internal promotion
DEVELOPMENT COORDINATOR	11	wbgo website, craigslist, idealist.org, careerdevelopment.employers@nyu.edu
ADMINISTRATIVE ASSISTANT	18	wbgo website, craigslist, idealist.org

Appendix B

ANNUAL EEO PUBLIC FILE RADIO REPORT FOR WBGO (FM) COVERING THE PERIOD FROM 02/01/2011 TO 01/31/2012

Recruitment Source Information

Newark Public Radio, Inc.

www.wbgo.org

973-624-8880

Craig's List

www.craigslist.org

Idealist

www.idealist.org

Berkeley College

www.berkeleycollegoonline

1-800-446-5400 ext WBW

NY University

www.careerdevelopment.employers@nyu.edu