

## **Newark Public Radio (WBGO-FM)**

### **Equal Employment Opportunity Public File Report February 1, 2006 – January 31, 2007**

The purpose of this report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's 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](http://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 interviewees 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.

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

**(1) Assistant General Manager Position**

On January 24, 2006, WBGO began recruitment for the position described above. As a recruitment tool we placed job wanted ads in the Philanthropy Careers website, National Association of Black Journalist website, the Association of Fundraising Professionals website and Current Newspaper.

8 candidates were interviewed- from sources: National Association of Black Journalist website (1), the Association of Fundraising Professionals website (1), WBGO Website (2), Current Newspaper (2) and “Word-of-Mouth (2).

The candidate selected was from Current Newspaper, and began work on August 22, 2006.

**(2) Marketing/Public Relations Assistant**

In mid June 2006, WBGO began recruitment for the position described above. We posted the job on Craig’s List New York.com.

A total of 13 candidates were interviewed - from sources:

The candidate selected was from \_\_\_\_\_ and started September 14, 2006.

**(3) Operations Assistant**

The position description was posted to the Sunday, September 3<sup>rd</sup> edition of the Star Ledger newspaper for publication in the classified section in the “Employment-Radio” section. This posting also appeared on the NJ.com web site under job listings and on the NJ/NY version of job listings on Craigslist.org from September 5<sup>th</sup> until September 11<sup>th</sup> 2006.

5 candidates were interviewed - from sources \_\_\_\_\_

The candidate selected was from Professor (City College) and started October 2, 2006.

**(4) Traffic Manager**

On May 30, 2006, WBGO began recruitment for the position described above. The job was posted on the WBGO web site, the Traffic Director’s Guild of America’s web site, Monster.com, Craig’s list, and the Corporation for Public Broadcasting job line.

5 candidates were interviewed - from sources: WBGO web site (1), the Traffic Director’s Guild of America’s web site (1), Monster.com (1), and the Corporation for Public Broadcasting job line (2).

The candidate selected was from Current Newspaper and started October 2, 2006.

**(5) Customer Services Coordinator**

On December 11, 2006, WBGO began recruitment for the position described above. The job was posted on WBGO's website, on Craigslist.org and on Playbill.com.

2 candidates were interviewed - from sources \_\_\_\_\_.

The candidate selected was from \_\_\_\_\_ and started January 10, 2007.

**Appendix A**

**ANNUAL EEO PUBLIC FILE REPORT FOR BROADCAST STATIONS  
COVERING THE PERIOD FROM 2/1/2006 TO 1/31/07**

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

**Summary of Full-Time Job Vacancy Information**

<b>Full-time Positions Filled</b>	<b>Total # of Interviewees from all Recruitment Sources for the Position</b>	<b>Recruitment Sources Used</b>
<b>Marketing/Public Relations Assistant</b>	<b>13</b>	<b>Craigslist New York.com</b>
<b>Assistant General Manager</b>	<b>6</b>	<b>Philanthropy Careers website, National Association of Black Journalist website, the Association of Fundraising Professionals website and Current Newspaper</b>
<b>Operations Assistant</b>	<b>5</b>	<b>Newark Star Ledger, NJ.com website, NJ/NY version on Craigslist.org</b>
<b>Traffic Manager</b>	<b>5</b>	<b>WBGO website, the Traffic Director's Guild of America website, Monster.com, Craigslist and the Corporation for Public Broadcasting job line</b>
<b>Customer Service Coordinator</b>	<b>2</b>	<b>WBGO website, Craigslist.org and Playbill.com</b>

## Appendix B

### ANNUAL EEO PUBLIC FILE REPORT FOR WBGO(FM) COVERING THE PERIOD FROM 2/1/2006 TO 1/31/07

#### Recruitment Source Information

The Star-Ledger  
1 Star-Ledger Plaza  
Newark, New Jersey 07102  
973-888.783-7533

Current Publishing  
Takoma Park, MD  
[web@current.org](mailto:web@current.org)  
301-270-7240

Fundraising Professionals  
4300 Wilson Boulevard, Suite 300  
Arlington VA  
800-666-3863  
[www.tdga.org](http://www.tdga.org)

Newark Public Radio, Inc.  
[www.wbgo.org](http://www.wbgo.org)  
973-624-8880

NJ.com  
[www.nj/jobs.com](http://www.nj/jobs.com)

Traffic Director's Guild of America  
[www.tdga.org](http://www.tdga.org)

Monster.com  
[www.monster.com](http://www.monster.com)  
1-800-monster

Corporation for Public Broadcasting  
401 Ninth Street, NW  
Washington, DC 20004  
[www.cpb.org](http://www.cpb.org)

Playbill.com  
[www.playbill.com](http://www.playbill.com)

The Chronicle of Philanthropy  
[www.jobs@philanthropy.com](mailto:www.jobs@philanthropy.com)  
202-466-1050

National Association of Black Journalists  
[www.nabj.jobcontrolcenter.com](http://www.nabj.jobcontrolcenter.com)

Craig's List  
[www.craigslist.org](http://www.craigslist.org)

**Appendix C**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**COVERING THE PERIOD FROM**  
**February 1, 2006 to January 31, 2007**

Reporting Station - **WBGO-FM**, Newark New Jersey

Supplemental Recruitment and Special Initiatives undertaken during this Reporting Period:

**Intern Programs**

Four students--two seniors and two juniors of Arts High School in Newark--were chosen to participate in WBGO's internship program for high school students during 2006. WBGO Development Director Maria Gatewood and Marketing Manager Grey Johnson met with the school's administration and visited the school in order to get a sense of student's needs and interest in broadcasting and marketing. Student internships began on February 2006 and ended in July 2006.

Those students were paid and received travel expenses for their participation in the program. In addition, the income provided the interns with sense of accomplishment and pride for a job well done. Overall student interns learned valuable broadcast, research, job and critical thinking skills. They also became more confident, better communicators, and gained a better understanding of world events.

In addition, WBGO's marketing department, production and news departments engaged college students during the 2006 calendar year. In all, four students spent a semester at WBGO working side-by-side with the department heads. Colleges and universities represented include Bloomfield College, Delaware State University, New York University and McGill University in Montreal.