

Newark Public Radio (WBGO-FM)

Equal Employment Opportunity Public File Report February 1, 2008 – January 31, 2009

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. 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.

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

(1) Account Executive

On June 16th 2008, WBGO began recruitment for the position described above. As a recruitment tool we placed job wanted ads on craigslist.org, idealist.org, and wbgo.org.

2 candidates were interviewed

The candidate selected was from Berkeley College and started on August 4th 2008.

(2) Account Executive

On September 8th 2008, WBGO began recruitment for the position described above. As a recruitment tool we placed job wanted ads on craigslist.org, idealist.org, and wbgo.org.

A total of 3 candidates were interviewed

The candidate selected was from craigs list and started on October 13th 2008.

(3) Operation Assistant

The position description was posted on December 7th 2007 on craigslist.org and wbgo.org web sites.

7 candidates were interviewed

The candidate selected was from the wbgo.org web site and started on February 4, 2008.

(4) Production Coordinator

On October of 2007, WBGO began recruitment for the position described above. As a recruitment tool we placed job wanted ads on craigslist.org, wbgo.org., workfornonprofits.org, CPB jobline, entertainmentcareers.net/cat, monster.com, current newspaper.

A total of 8 candidates were interviewed

The candidate selected was from word-of-mouth and started on February 19, 2008.

(5) Development Director

The position description was submitted on May 1st 2009 to recruitment firm Professionals for Nonprofits located in New York City.

5 candidates were interviewed

The candidate from Professionals for Nonprofits was selected and started on January 12th 2009..

(6) Account Executive

On December 16, 2008, WBGO began recruitment for the position described above. As a recruitment tool we placed job wanted ads on craigslist.org, idealist.org, and wbgo.org.

A total of 13 candidates were interviewed

The candidate selected was from craigs list and started on Janaury 12th 2009..

Appendix A

**ANNUAL EEO PUBLIC FILE REPORT FOR BROADCAST STATIONS
COVERING THE PERIOD FROM 2/1/2008 TO 1/31/09**

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 the Position	Recruitment Sources Used
Account Executive	2	WBGO Web Site, Craigslist New York.com, Monster.com, Berkley College, idealist.org
Account Executive	3	WBGO Web Site, Craigslist New York.com, Monster.com, Berkley College, idealist.org
Operations Assistant	5	Newark Star Ledger, NJ.com website, NJ/NY version on Craigslist.org
Production Coordinator	4	Monster.com, Current Newspaper, wqww.Workfornonprofits.org, CPB job line, entertainmnetcareers.net/cat, WBGO Web Site
Development Director	35	Professional for NonProfits (nonprofitstaffing.com)
Account Executive	3	WBGO Web Site, Craigslist New York.com,

Appendix B

ANNUAL EEO PUBLIC FILE REPORT FOR WBGO (FM) COVERING THE PERIOD FROM 2/1/2008 TO 1/31/09

Recruitment Source Information

Newark Public Radio, Inc.

www.wbgo.org

973-624-8880

Craig's List

www.craigslist.org

Berkeley College

536 Broad Street

Newark, NJ 07102

Telephone: 973-642-3888

Fax: 973-642-3889

Email: info@BerkeleyCollege

Professionals for Nonprofits

515 Madison Avenue, Suite 1225

New York, NY 10022

Telephone: 212-546-9091

Fax: 212-546-9-04

Email: dross@nonprofitstaffing.com

The Star-Ledger

1 Star-Ledger Plaza

Newark, New Jersey 07102

973-888.783-7533

Current Publishing

Takoma Park, MD

web@current.org

301-270-7240

Monster.com

www.monster.com

1-800-monster

Corporation for Public Broadcasting

401 Ninth Street, NW

Washington, DC 20004

www.cpb.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.