

FCC RENUAL EEO REPORT
 NEW JERSEY PUBLIC BROADCASTING AUTHORITY
 February 1, 2008

Report Deadline: February 1, 2008
 Covered Period: January 26, 2007 through January 25, 2008

General Statement: The New Jersey Public Broadcasting Authority (NJN) is subject to very intensive recruiting and reporting requirements of the State of New Jersey's Division of Equal Employment Opportunity and Affirmative Action that are in fact stricter than the FCC's requirements. NJN in particular operates in accordance with its "Equal employment Opportunity/Workforce Development Plan," which straddles the 2005-2007 reporting periods and includes among other things NJN's Equal Employment Opportunity and Affirmative Action Policy Statement attached hereto as Attachment A.

Report:

The New Jersey Public Broadcasting Authority, (NJN), Television channels 23, 50, 52, and 58 and radio Stations WNJP-FM, WNJT-FM, WNJN-FM, WNJS-FM, WNJB-FM, WNJM-FM and WNJZ-FM was and continues to be under a restricted hiring process due to severe budget cutbacks and fulltime employee level caps since the 2004 fiscal year. As a result of this situation NJN has recruited and filled only three vacancies during this report year. No recruitment sources requested that they be notified during the above time period.

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
Technical Operations Coordinator	01-01-2007	02-13-2007	Internal Posting
TV Broadcast Maintenance Supervisor	06-01-2007	09-17-2007	NJN Website
Technical Assistant II	06-01-2007	09-24-2007	Internal Posting

During the previous 12 months the following recruitment sources were contacted as vacancies for the full-time positions opened:

<u>Source</u>	<u>Name, address, contact, phone number</u>
NJN Internal	NJN, PO Box 777, Trenton, NJ 08625, 609-777-5014
NJN Website	www.njn.net
NJBroadcasters Assoc.	www.njbroadcasters.org , 348 Applegarth Rd., Monroe, NJ 8831 609-860-0111

National Academy of TV Arts

www.emmyonline.org, 516 Auburn Ave., Wyndmoor, PA
19038 215-233-4554

Currents Magazine

Classified Section, 6930 Carroll Ave., Suite 350, Tacoma Pk.
MD 301-270-7290

During this reporting period 15 people were interviewed for the above 3 positions. The following is a list of the total number of interviews referred by each recruitment source:

<u>Source</u>	<u>Total Number of Interviews</u>
NJN Internal Posting	6
NJN Website	2
NJBA Website	0
Emmyonline	1
Referral	4
Currents Magazine	2

Outreach Activities:

- NJN continues its formal internship program which includes equal representation from the minority student community. This program serves 30 to 35 students on a yearly basis.
- Continue EEO1 Source through NJ Broadcasters Association – Ensures nationwide dissemination of vacancies including culturally diverse organizations when recruiting.
- Annual participation in the Mercer County Community College Career Day at their urban Trenton campus. Participants are predominately minority.
- Partnered with Mercer County Community Colleges’ “Outward Bound” program in providing an intense one week mentoring and exposure to all aspects of the broadcasting industry. This is an ongoing annual partnership.
- In participation with the Trenton Youth communications Partnership provided Trenton Central High School minority students a mentoring/internship program. This is an annual ongoing program in which NJN participates along with other media partners.

NJN is also subject to the very intensive recruiting and reporting requirements of the State of New Jersey’ Division of Equal Employment Opportunity and Affirmative

Action. This report which straddles the 2006-2007 reporting periods is also made part of NJN's public record.

Respectfully submitted,

Stephen P. McPhillips
Director, Office of Human Resources
New Jersey Public Broadcasting Authority
PO Box 777
Trenton, New Jersey 08625-0777

Attachment "A"

1. Equal Employment Opportunity and Affirmative Action Policy Statement

Equal employment opportunity, regardless of race, creed, color, national origin, ancestry, age, gender, affectionate or sexual orientation, marital status, liability for services in the Armed Forces of the United States, disability or nationality is the law of this State, as embodied in the New Jersey Law Against Discrimination (N.J.S.A. 10:5-1 et seq.), as well as Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Executive Order No. 61 and Chapter of the Civil Service Act (N.J.S.A. 11A:7-1 et seq.). The policy and mandates of New Jersey Network are to ensure equal employment for all employees and applicants for employment. This policy and mandate apply to all levels of employment within the Network. Equal employment opportunity includes, but is not limited to recruitment, selection, hiring, promotions, compensation, benefits, transfers, work assignments, layoffs, returns from layoffs, training, education, tuition assistance, facility accessibility, reasonable accommodation, and access to social and recreational programs. It also includes policies, procedures and programs for recruitment, employment, training, promotion and retention of minorities, persons with disabilities and women.

Employment practices will be reviewed routinely to ensure that all applicants, employees and contractual personnel, including members of protected classes, are receiving fair and equal consideration for job opportunities in all categories of employment, including administrative and professional categories. Affirmative action will be taken to encourage all members of protected classes to apply for positions within New Jersey Network. Good faith efforts will be made to meet employment and policy goals as set forth in the Network's Affirmative Action Plan.

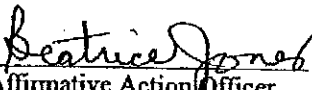
All personnel transactions, including, recruitment, selection, hiring, promotions, compensation, benefits, transfers, work assignments, layoffs, returns from layoffs, training, education, tuition assistance, facility accessibility, reasonable accommodation, and access to social and recreational programs will be administered without regard to race, creed, color, national origin, ancestry, age, gender, affectionate or sexual orientation, marital status, liability for services in the Armed Forces of the United States, disability or nationality.

This policy statement is made available to all Network employees and contractual personnel annually, all of who must comply with this Policy and those of the State of New Jersey. All state employees have a responsibility to maintain high standards of honesty, integrity and impartiality in the performance of the State's official business. Employee conduct which violates these standards, or which violates the principles of this Policy Statement or the Network's Policy Against Discrimination, Harassment and Hostile Environments in the workplace will not be condoned and may result in discipline, up to and including termination.

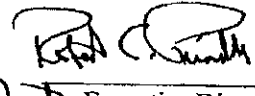
All managers, supervisors, the personnel manger and the affirmative action officer are responsible for the implementation of this Policy and the management of the Network's affirmative action program.

This Policy Statement will be made available to all employees and contractual personnel through distribution with a bi-weekly pay at least once a year and through posting, along with general equal employment opportunity and affirmative action information, on bulletin boards in conspicuous locations throughout the Network's facilities.

Any employee, who believes he or she has been subject to, or is aware of, any conduct that violates these policies, should report it to Affirmative Action Officer, Beatrice Jones at (609) 777-5017.


Affirmative Action Officer


Human Resource Director


Deputy Executive Director