

Maranatha Broadcasting Company, Inc.

WFMZ-TV, Allentown, PA
300 East Rock Road
Allentown, PA 18103

Effective Date: April 1, 2014

This EEO Public File Report is filed in compliance with EEO rules placed in effect for the period of April 1, 2013 through March 31, 2014. WFMZ-TV is an equal opportunity employer and seeks the help of organizations in referring qualified applicants for various job openings. If your organization would like to be notified of job openings, please contact WFMZ-TV via our website at jobs@wfmz.com or call 610-798-4000 ext 284.

This report covers the employment units of WFMZ-TV in Allentown, PA. The information contained in the report is pursuant Section 73.2080 (c) (6) of the FCC 2002 EEO rules. The following information is included in this report:

- 1) A list of full-time vacancies filled by the Station(s) comprising the Station Employment Unit for this reporting period.
- 2) For each vacancy, the recruitment source(s) utilized to fill the vacancy.
- 3) The recruitment source that referred the hiree for each full-time vacancy during the reporting period.
- 4) Data reflecting the total number of people interviewed for full-time vacancies during the reporting period and the total number of interviewees referred by each recruitment source.
- 5) For the purposes of this report a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

Below are four tables of information:

*EEO Vacancy Information

*Recruitment Source Information

*Supplemental Recruitment Measures.

*Recruitment Source Summary

Below is a detailed list of the stations broad outreach efforts. In addition to these efforts, job vacancies are also posted on the employee intranet bulletin board. From time to time these notices, and widespread understanding of the station's policies among our work force, lead to referrals from current employees. The station also receives applications from qualified persons, of all genders and from all ethnic and religious groups, even when there is no specific vacancy for which we are recruiting. When we receive "cold calls" from persons interested in employment, if an opening exists, they are considered and added into the pool of applicants. If no job is open, they are encouraged to check our website for any new job postings that they may be interested in and instructed to follow the application process listed. Applications are reviewed by a managerial-level employee, particularly when there is a vacancy to be filled. Similarly, where the initial contact is in person, the "source" may be denoted as a "walk-in." "Walk-in" applications are treated in the same manner as "cold calls." In a few instances, the source of an applicant referral may be described as "unknown," where origin of the applicant's interest was not documented.

WFMZ- TV EEO Vacancy Information Covering the Period from 04/01/13 to 03/31/14				
	Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for this Position	Date Filled
1	Co-Producer/Television News	Internal	1	4/1/2013
2	Video Editor/Associate Producer	Internal	1	6/4/2013
3	Web Producer/Assignment Editor/PT	Internal	1	6/4/2013
4	Reporter	Internal	19	6/26/2013
5	Reporter	wfmz.com	19 (same job pool as #4)	7/2/2013
6	Master Control	Internal	2	7/29/2013
7	Accounts Receivable	Cold Call	10	8/5/2013
8	Reporter	wfmz.com	19 (same job pool as #4)	8/13/2013
9	Associate Producer	wfmz.com	17	8/21/2013
10	Associate Producer	Referral	17 (same job pool as #9)	8/26/2013
11	TV News Assignment Editor	wfmz.com	8	9/1/2013
12	Reporter	tvjobs.com	19 (same job pool as #4)	9/11/2013
13	Copy Editor Website/PT	wfmz.com	13	10/25/2013
14	TV News Assignment Editor	wfmz.com	17 (same job pool as #9)	11/18/2013
15	News Photographer/PT	wfmz.com	7	11/22/2013
16	Associate Producer	Reading Eagle	4	12/23/2013
	Total Number of Interviewees		83	

*Duplicate Job Number

WFMZ-TV	Date: 04/01/13 - 03/31/14	
Recruitment Source	Number of Interviews	Number of Hirees
WFMZ-TV	32	7
Career Builder	15	
READING EAGLE	1	1
tvjobs.com	4	1
MEDIA LINE		
PAB		
California Chicano News Media Association (CCNMA)		
National Association of Hispanic Journal		
NAACP		
Hispanic Chamber of Commerce of the Lehigh Valley		
Philadelphia NAACP		
National Association of Black Journalists		
South Asian Journalist Assoc		
The Art Institute of Philadelphia		
Cheyney University Career Services		
Northampton Community College		
Lehigh Carbon Community College		
Kutztown University		
Albright College		
RACC		
DeSales University		
Temple University		
Alvernia University		
Montgomery County Comm College		
Internal	6	5
Referral	13	1
Walk-in/Cold Call	5	1
indeed.com	2	
Agency	2	
Unknown	3	
TOTALS	83	16

Job #220 Web Producer/Assignment Editor (PT)			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	02/05/13-11/18/13	
READING EAGLE	mharvan@readingeagle.com	02/06/13-02/12/13	
Career Builder	www.careerbuilder.com	04/08/13-05/08/13	
Internal			1
Referral			
Applicant Hired:	Internal		
Date Filled:	06/04/13	Total # of Interviews:	1
Job # 221 Video Editor-Associate Producer			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	03/18/13-	
READING EAGLE	mharvan@readingeagle.com	03/17/13-03/23/13	
MEDIA LINE (Newsroom jobs only)	medialine@medialine.com	03/15/13-04/15/13	
PAB	http://www.pab.org/jobboard.html	03/15/13-04/15/13	
California Chicano News Media Association	ccnmainfo@ccnma.org	03/15/13-04/15/13	
NAACP	glauray@gklauraycpa.com	03/15/13-04/15/13	
South Asian Journalist Assoc	sree@sree.net	3/15/2013-	
Reading Area Community College	gzielinski@racc.edu	3/15/2013-	
Muhlenberg College	careers@muhlenberg.edu	3/15/2013-	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	3/15/2013-	
tvjobs.com	www.tvjobs.com	03/18/13-04/18/13	
Albright College	www.myinterfase.com/albright/employer	03/15/13-04/15/13	
Career Builder	www.careerbuilder.com	03/15/13-04/15/13	
National Association of Hispanic Journalists	http://nahj.ihispano.com/careers/job/options	03/27/13-04/27/13	
National Association of Black Journalists	http://careerservices.nabi.org/hr	03/27/13-04/27/13	
College Central	www.collegecentral.com	03/27/13-04/27/13	
Alvernia University		03/27/13-04/27/13	
Kutztown University		03/27/13-04/27/13	
Lehigh Carbon Community College		03/27/13-04/27/13	
Northampton Community College		03/27/13-04/27/13	

Internal			1
Applicant Hired:	Internal	Total # of Interviews:	1
Date Filled:	06/04/13		
Job # 222 Co-Producer- Television News			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	3/18/13-4/01/13	
READING EAGLE	mharvan@readingeagle.com	03/17/13-3/23/13	
MEDIA LINE (Newsroom jobs only)	medialine@medialine.com	3/15/13-4/15/13	
PAB	http://www.pab.org/jobboard.html	3/15/13-4/15/13	
California Chicano News Media Association	ccnmainfo@ccnma.org	3/15/13-4/15/13	
NAACP	glauray@gklauraycpa.com	3/15/13-4/15/13	
South Asian Journalist Assoc	sree@sree.net	3/15/13-4/01/13	
Reading Area Community College	gzielinski@racc.edu	3/15/13-4/01/13	
Muhlenberg College	careers@muhlenberg.edu	3/15/13-4/01/13	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	3/15/13-4/01/13	
tvjobs.com	www.tvjobs.com	3/18/13-4/18/13	
Albright College	www.myinterfase.com/albright/employer	3/15/13-4/15/13	
Career Builder	www.careerbuilder.com	3/15/13-4/15/13	
National Association of Hispanic Journalists	http://nahj.hispano.com/careers/job/options	3/27/13-4/27/13	
National Association of Black Journalists	http://careerservices.nabj.org/hr	3/27/13-4/27/13	
College Central	www.collegecentral.com	3/27/13-4/27/13	
Alvernia University		3/27/13-4/27/13	
Kutztown University		3/27/13-4/27/13	
Lehigh Carbon Community College		3/27/13-4/27/13	
Northampton Community College		3/27/13-4/27/13	
Internal			1
Applicant Hired:	Internal	Total # of Interviews:	1
Date Filled:	04/01/13		
Job # 223 - Reporter			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	04/02/13-	10
READING EAGLE	mharvan@readingeagle.com	04/04/13-04/10/13	
MEDIA LINE (Newsroom jobs only)	mark@medialine.com	04/02/13-05/02/13	
PAB	grpjap@aol.com	04/02/13-	
California Chicano News Media Association	ccnmainfo@ccnma.org	04/02/13-	
NAACP	glauray@gklauraycpa.com	04/02/13-	
South Asian Journalist Assoc	sree@sree.net	04/02/13-05/02/13	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	04/02/13-	
tvjobs.com	www.tvjobs.com	04/02/13-05/02/13	4
Career Builder	www.careerbuilder.com	4/4/2013-05/04/13	
National Association of Hispanic Journalists	http://nahj.hispano.com/careers/	4/4/2013-05/04/13	

National Association of Black Journalists	http://careerservices.nabj.org/hr	4/4/2013-05/04/13	
Internal			1
Cold Call			1
Agency			2
Unknown			1
Applicant Hired:	Internal	Total # of Interviews:	19
Date Filled:	6/26/2013		
Applicant Hired:	wfmz.com		
Date Filled:	7/2/13		
Applicant Hired:	wfmz.com		
Date Filled:	8/13/13		
Applicant Hired:	tvjobs.com		
Date Filled:	09/11/13		
Job # #224 Copy Editor Website / Part-time			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	06/03/13-10/25/13	6
READING EAGLE	mharvan@readingeagle.com	06/02/13-06/08/13	
MEDIA LINE (Newsroom jobs only)	medialine@medialine.com	06/11/13-07/13/13	
PAB	grpjap@aol.com	06/11/13-10/25/13	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	06/13/13-10/25/13	
Career Builder	www.careerbuilder.com	05/31/13-06/30/13	3
Career Builder	www.careerbuilder.com	10/07/13-11/07/13	
indeed.com			1
Referral			2
Unknown			1
Applicant Hired:	wfmz.com	Total # of Interviews:	13
Date Filled:	10/25/2013		
JOB TITLE: #225 Master Control			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	06/06/13-07/29/13	1
READING EAGLE	mharvan@readingeagle.com	06/07/13-06/13/13	
Internal			1
Referral			
Applicant Hired:	Internal	Total # of Interviews:	2
Date Filled:	7/29/2013		
Job # 226 TV News Assignment Editor			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	06/11/13-11/18/13	6
READING EAGLE	mharvan@readingeagle.com	06/12/13-06/17/13	
MEDIA LINE (Newsroom jobs only)	medialine@medialine.com	06/11/13-07/11/13	

PAB	grpjap@aol.com	06/11/13-11/18/13	
California Chicano News Media Association	ccnmainfo@ccnma.org	06/11/13-11/18/13	
NAACP	glauray@gklauraycpa.com	06/11/13-11/18/13	
South Asian Journalist Assoc	sree@sree.net	06/11/13-07/11/13	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	06/11/13-11/18/13	
tvjobs.com	www.tvjobs.com	06/11/13-07/11/13	
Career Builder	www.careerbuilder.com	06/11/13-07/11/13	2
Career Builder	www.careerbuilder.com	10/07/13-11/07/13	
National Association of Hispanic Journalists	http://nahj.ihispano.com/careers/	06/11/13-07/11/13	
National Association of Black Journalists	http://careerservices.nabj.org/hr	06/11/13-07/11/13	
Internal			1
Referral			7
Unknown			1
Applicant Hired:	wfmz.com	Total # of Interviews:	17
Date Filled:	8/21/2013		
Applicant Hired:	Referral		
Date Filled:	8/26/2013		
Applicant Hired:	wfmz.com		
Date Filled:	11/18/2013		
Job # #228 TV News Assignment Editor - Berks			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	07/17/13-9/1/13	3
READING EAGLE	mharvan@readingeagle.com	07/18/13-07/24/13	
MEDIA LINE (Newsroom jobs only)	medialine@medialine.com	07/17/13-08/16/13	
PAB	grpjap@aol.com	07/17/13-9/1/13	
California Chicano News Media Association	ccnmainfo@ccnma.org	07/17/13-9/1/13	
NAACP	glauray@gklauraycpa.com	07/17/13-9/1/13	
South Asian Journalist Assoc	sree@sree.net	07/17/13-08/16/13	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	07/17/13-9/1/13	
tvjobs.com	www.tvjobs.com	07/17/13-08/16/13	
Career Builder	www.careerbuilder.com	07/17/13-08/16/13	2
National Association of Hispanic Journalists	http://nahj.ihispano.com/careers/	07/17/13-08/16/13	
National Association of Black Journalists	http://careerservices.nabj.org/hr	07/17/13-08/16/13	
Indeed.com			1
Referral			2
Applicant Hired:	wfmz.com	Total # of Interviews:	8
Date Filled:	09/01/13		
Job # 229 Accounts Receivable			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	07/17/13 - 07/26/13	1

READING EAGLE	mharvan@readingeagle.com	07/18/13 - 07/24/13	
NAACP	glauray@qklauraycpa.com	07/17/13 - 07/26/13	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	07/17/13 - 07/26/13	
Career Builder	www.careerbuilder.com	07/17/13 - 07/26/13	7
Referral			1
Cold Call			1
Applicant Hired:	Cold Call	Total # of Interviews:	10
Date Filled:	8/5/2013		
Job # 231 - Part-time Photographer			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	9/26/13-11/22/13	3
Career Builder	www.careerbuilder.com	9/26/13-10/26/13	
Referral			1
Walk-in			3
Applicant Hired:	wfmz.com	Total # of Interviews:	7
Date Filled:	11/22/13		
Job # 233 - Television News Associate Producer			
Source	Fax/email/address	Dates Adv.	RF
WFMZ-TV	ericr@wfmz.com	11/15/13-12/23/13	2
READING EAGLE	mharvan@readingeagle.com	11/16/13-11/22/13	1
MEDIA LINE (Newsroom jobs only)	medialine@medialine.com	11/15/2013-12/15/2013	
California Chicano News Media Association	ccnmainfo@ccnma.org	11/15/13-12/23/13	
NAACP	glauray@qklauraycpa.com	11/15/13-12/23/13	
South Asian Journalist Assoc	sree@sree.net	11/15/2013-12/15/2013	
Reading Area Community College	gzielinski@racc.edu	11/15/13-12/23/13	
Muhlenberg College	careers@muhlenberg.edu	11/15/13-12/23/13	
tvjobs.com	www.tvjobs.com	11/15/2013-12/15/2013	
PAJobs.com	http://www.pennsylvaniajobs.com/clients/clientlogin-en.php	11/15/13-12/23/13	
PAB	http://www.pab.org/jobboard.html	11/15/13-12/23/13	
Columbia Graduate School of Journalism	https://journalism-columbia-csm.symplicity.com/employers/	11/15/2013-12/15/2013	
Temple University- Linked Schools - Bucknell-Lafayette-	http://templeuniv.experience.com/emp/sblogin	11/15/2013-12/15/2013	
Lehigh-Moravian-Muhlenberg-Villanova		11/15/2013-12/15/2013	
Career Builder	www.careerbuilder.com	11/15/2013-12/15/2013	1
National Association of Black Journalists	http://careerservices.nabj.org/hr	11/15/2013-12/15/2013	
College Central	www.collegecentral.com	11/15/2013-12/15/2013	

Alvernia University		11/15/2013-12/15/2013	
Kutztown University		11/15/2013-12/15/2013	
Lehigh Carbon Community College		11/15/2013-12/15/2013	
Northampton Community College		11/15/2013-12/15/2013	
Applicant Hired:	Reading Eagle	Total # of Interviews:	4
Date Filled:	12/23/2013		

INTERNSHIP PROGRAM

College students spend a semester in a position that gives them hands on experience in their chosen field of interest. Students generally spend 15 hours per week during the semester. Station management evaluates their performance and provides this information to the student's advisor. Below is a partial list of interns during this reporting period.

Student: On File
School: Lock Haven University
Start Date: Friday May 24th
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Penn State
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: American University
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Temple University
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Ursinus College
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Widener University
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Syracuse University
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Penn State
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Millersville University
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Marlboro College
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Mansfield University
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Moravian College
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: Syracuse University
Start Date of Internship: May 2013
End Date of Internship: August 2013

Student: On File
School: East Stroudsburg University
Start Date of Internship: January 2014
End Date of Internship: February 2014

Student: On File
School: Northampton Community College
Start Date of Internship: January 2014
End Date of Internship: April 2014

Student: On File
School: Northampton Community College
Start Date of Internship: January 2014
End Date of Internship: April 2014

Student: On File
School: Northampton Community College
Start Date of Internship: February 2014
End Date of Internship: May 2014

SHADOWING PROGRAM

WFMZ-TV has a program that allows high school students to shadow anchors, reporters, producers, and camera operators. Students spend partial or full days with WFMZ-TV staff. Below is a list of Students.

Date: April 18, 2013
Student Name: On file
School: Northampton Community College
Person Shadowed: Catherine Hawley

Date: April 25, 2013
Student Name: On file
School: Easton Area High School
Person Shadowed: Jen Dilliard, Dan Rinkus

Date: April 29, 2013
Student Name: On file
School: Easton Area High School
Person Shadowed: John Craven

Date: May 9, 2013
Student Name: On file
School: AHEDD
Person Shadowed: Patrick Manwiller

Date: August 8, 2013
Student Name: On file
School: Emmaus High School
Person Shadowed: Catherine Hawley, Dan Rinkus, Melanie Falcon, Eve Tannery

Date: August 23, 2013
Student Name: On file
School: Emmaus High School
Person Shadowed: Catherine Hawley

Date: October 21, 2013
Student Name: On file
School: Nazareth Area High School
Person Shadowed: John Craven

Date: October 22, 2013
Student Name: On file
School: Nazareth Area High School
Person Shadowed: Meghan Packer

Date: October 28, 2013
Student Name: On file
School: Nazareth Area High School
Person Shadowed: John Craven

Date: November 12, 2013
Student Name: On file
School: Wyomissing Area High School
Person Shadowed: Patrick Manwiller

Date: November 13, 2013
Student Name: On file
School: Reading High School
Person Shadowed: Patrick Manwiller

Date: December 14, 2013
Student Name: On file
School: Northwestern University
Person Shadowed: Melanie Falcon

PARTICIPATE IN GENERAL OUTREACH EFFORTS

The licensee participates in a broad range of outreach efforts to potential applicants, such as job banks, broadcast internet sites, and other notifications. Organizations utilized in this effort during the current reporting period are listed in the Recruitment Source Information chart above in this report.

PARTICIPATION IN SCHOLARSHIP PROGRAMS DIRECTED AT STUDENTS

The licensee actively works on a major theatre/performing arts scholarship program called the Freddy Awards. This program was developed to encourage students to excellence to seek careers in the performing arts. Over 28 high schools participated in the annual competition culminating in a live three-hour telecast announcing the winners of various competitions in the performing arts. Significant college scholarships are awarded to students. WFMZ-TV continues to win numerous awards for this program including a second Emmy Award in 2011 and Multiple Pennsylvania Association of Broadcasters Awards.

ESTABLISH TRAINING PROGRAMS TO ENABLE STATION PERSONNEL TO ACQUIRE SKILLS TO ADVANCE

3/15/13 Dale Carnegie Training,

3/22/13 Dale Carnegie Training,

7/10/13 IB Training, "Learning how to sell the Internet"

11/22/13 Lehigh Valley Techfest "How Technology will impact the future of business"

PARTICIPATE IN EVENTS RELATING TO CAREERS IN BROADCASTING

The licensee participates in a broad range of career events. Below is a partial list of events attended during the reporting period.

Employee: Mike Reinert

Event: Berks Catholic High School Career Day, Reading PA

Date: March 21, 2013

Description: Spoke with students interested in careers in broadcasting, sharing experiences in TV and answering questions about media.

Employee: Karin Mallett

Event: Career Day at Governor Mifflin High School

Date: April 24, 2013

Description: Spoke with groups of students about the career of a broadcast journalist

Employee: Dan Moscaritolo

Event: Governor Mifflin High School Career Day

Date: April 24, 2013

Description: Talked to groups of students at the school's Career Day that were interested in broadcasting careers.

Employee: Rosa Duarte

Event: Spoke at Stroudsburg Elementary School

Date: May 17th, 2013

Description: Spoke to the students about my job as a reporter and how news is done.

Employee: John Craven
Event: Spoke at Lehigh University
Date: February 20, 2014
Description: Spoke with groups of students about the career of a broadcast journalist.

Employee: Jim Vaughn
Event: Read to students at Sheckler Elementary School in Catasauqua
Date: February 25, 2014
Description: Read a book to the entire 3rd grade, then answered questions about my career

Employee: Jim Vaughn
Event: Interview with Kutztown broadcast journalism student Shelby Noyes
Date: February 25, 2014
Description: Spoke with Miss Noyes about a career in broadcast journalism

SPONSOR EVENTS IN THE COMMUNITY DESIGNED TO INFORM THE PUBLIC OF BROADCAST EMPLOYMENT OPPORTUNITIES:

WFMZ-TV has developed a Kids News Set, which is complete with a replica of the station's news set, teleprompter, camera and lighting. The Kids News Set was designed to allow kids to see how a newscast is produced and ask questions about broadcasting in general. Youth of all ages can sit at the set, read a prepared script from the teleprompter and be recorded. The set has been at an event this past reporting period where a significant amount of the general public attended.

WFMZ-TV has developed an on going educational platform at the Da Vinci Discovery Center for Science in Allentown. The effort includes a multiple interactive kiosk where students and the general public can learn about meteorology and how the forecast and weather presentations are produced at WFMZ-TV. A fully functional chroma key wall allows the public to experience how forecasters present the weathercast.

In addition to the educational center at the Da Vinci Discovery Center that runs daily seven days a week, WFMZ-TV's Chief Meteorologist speaks to classrooms of children. The presentation includes an interactive tour of the television station, discussion of the various jobs available in broadcasting and encouraging children in general to study and prepare for their futures.

EMPLOYMENT OUTREACH

The licensee is committed to a broad outreach, and pursuant to that goal, seeks out organizations that may be interested in receiving job openings. WFMZ-TV also runs announcements on its station to make potential job services aware of how to become a part of the "Job Notification List" for openings at the licensee. WFMZ-TV lists procedures for becoming part of this list on its website.

STATION TOURS

WFMZ-TV conducts regular tours of the station to many schools, clubs and community groups. Tours range from 5-25 people per tour and are conducted approximately 8 months of the year, one - two tours per week. Tours include all aspects of the broadcast facility and attendee's questions are answer by news department personnel and other station employees.

SELF-ASSESSMENT AND MANAGEMENT TRAINING

The station conducts EEO training and self-assessment programs with managers that make hiring decisions. During programs, managers review hiring procedures and documentation. The NAB 10 Step EEO Compliance Manual is used as a guide for the review. The group reviews all procedures and documentation and makes recommendations on improving EEO procedures. The most recent session was conducted February 18, 2014.

Maranatha Broadcasting Company, Inc., is committed to a policy of equal employment opportunity. At the same time, we recognize that the provision of true equality in employment opportunities is a continuing process and there is likely to be, at all times, room for improvement.”