

WTBY-TV, Jersey City, New Jersey - EEO PUBLIC FILE REPORT 2/1/2022 through 1/31/2023

A station may accumulate the relevant information for the past year (using its internal job vacancy and hiring information) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

Pursuant to the Equal Employment Opportunity rules and regulations of the FCC, and as explained in this station's Equal Employment Opportunity policy: "This ministry is a Christian church and religious organization. This ministry has religious missions throughout the world, ordains ministers, and performs a host of sacerdotal functions. Consequently, hiring and employment decisions are based on religious beliefs and creeds." Within the context of those Christian beliefs and creeds, ministry policy prohibits unlawful discrimination based on race, gender, national origin or ancestry, or physical disability. The ministry has adopted a Statement of Faith, reflected in its Employee Manual, and all directors, officers and employees must be able to subscribe to it, participate in regular prayer gatherings, Bible readings and teachings, and follow station policy, recognizing the need for unity in the spirit as explained in Ephesians 4:1-6: "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, With all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all."

A. Full-Time Vacancies Filled During Past Year -2

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| 1. Job Title: Video Editor | Date Filled: 10/10/2022 |
| 2. Job Title: Regional Public Affairs Coordinator/Admin Assistant | Date Filled: 11/14/2022 |

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

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| 1. Job Title: Video Editor | Date Filled: 10/10/2022 |
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Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WTBY-TV	Kristin Egan, Production Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	Yes
Church Unleashed		83 Shirley Court Commack, NY 11725	516-280-2737	No
Saints Church		64-34 Myrtle Avenue Glendale, NY 11385		No
The Bible Beulah Cathedral		580 South 12 th St. Newark, NJ 07103	973-642-4817	No
Abundant Life Tabernacle Ministries		2692 3 rd Ave. Bronx, NY 10454	718-292-8734	No
Changing Lives Christian Center		1848 Linden Blvd. Brooklyn, NY 11207	718- 272-8277	No
Christian Cultural Center		12020 Flatlands Avenue Brooklyn, NY 11207		No

New Jerusalem Assembly of God		385 Ocean Avenue Jersey City, NJ 07305		No
Upper Room Christian World		722 Deer Park Road Dixhills, NY 11746	631-242-5359	No
Harvest Outreach Ministry Int'l		204-208 21 st Avenue Paterson, NJ 07501	973-523-4700	No
Saints Church		64-34 Myrtle Avenue Glendale, NY 11385		No
Christ Tabernacle Church		6436 Myrtle Ave Glendale, NY 11385	718-386-8882	No
Redeemer Presbyterian		150 W. 83 rd Street New York, NY 10024		No
Faith Church		800 Danbury Road, Suite 1 New Millford, CT 06776		No
New Jerusalem Worship Center		122-05 Smith St Jamaica, NY 11434	718-978-5777	No
Christ Church		68 Church Street Montclair, NJ 07042	973-783-1010	No

2. Job Title: Regional Public Affairs Coordinator/Admin Assistant

Date Filled: 11/14/2022

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WTBY-TV	Chris Luppo, Station Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	Yes
Church Unleashed		83 Shirley Court Commack, NY 11725	516-280-2737	No
Saints Church		64-34 Myrtle Avenue Glendale, NY 11385		No
The Bible Beulah Cathedral		580 South 12 th St. Newark, NJ 07103	973-642-4817	No
Abundant Life Tabernacle Ministries		2692 3 rd Ave. Bronx, NY 10454	718-292-8734	No

Changing Lives Christian Center		1848 Linden Blvd. Brooklyn, NY 11207	718- 272-8277	No
Christian Cultural Center		12020 Flatlands Avenue Brooklyn, NY 11207		No
New Jerusalem Assembly of God		385 Ocean Avenue Jersey City, NJ 07305		No
Upper Room Christian World		722 Deer Park Road Dixhills, NY 11746	631-242-5359	No
Harvest Outreach Ministry Int'l		204-208 21 st Avenue Paterson, NJ 07501	973-523-4700	No
Saints Church		64-34 Myrtle Avenue Glendale, NY 11385		No
Christ Tabernacle Church		6436 Myrtle Ave Glendale, NY 11385	718-386-8882	No
Redeemer Presbyterian		150 W. 83 rd Street New York, NY 10024		No
Faith Church		800 Danbury Road, Suite 1 New Millford, CT 06776		No
New Jerusalem Worship Center		122-05 Smith St Jamaica, NY 11434	718-978-5777	No
Christ Church		68 Church Street Montclair, NJ 07042	973-783-1010	No

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 2

**D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year -2
Recruitment/Referral Sources**

Source	Contact Person	Address	Telephone No.	Number of Interviewees?
WTBY-TV	Kristin Egan, Production Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	1
WTBY-TV	Chris Luppo, Station Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	1

Church Unleashed		83 Shirley Court Commack, NY 11725	516-280-2737	0
Saints Church		64-34 Myrtle Avenue Glendale, NY 11385		0
The Bible Beulah Cathedral		580 South 12 th St. Newark, NJ 07103	973-642-4817	0
Abundant Life Tabernacle Ministries		2692 3 rd Ave. Bronx, NY 10454	718-292-8734	0
Changing Lives Christian Center		1848 Linden Blvd. Brooklyn, NY 11207	718- 272-8277	0
Christian Cultural Center		12020 Flatlands Avenue Brooklyn, NY 11207		0
New Jerusalem Assembly of God		385 Ocean Avenue Jersey City, NJ 07305		0
Upper Room Christian World		722 Deer Park Road Dixhills, NY 11746	631-242-5359	0
Harvest Outreach Ministry Int'l		204-208 21 st Avenue Paterson, NJ 07501	973-523-4700	0
Saints Church		64-34 Myrtle Avenue Glendale, NY 11385		0
Christ Tabernacle Church		6436 Myrtle Ave Glendale, NY 11385	718-386-8882	0
Redeemer Presbyterian		150 W. 83 rd Street New York, NY 10024		0
Faith Church		800 Danbury Road, Suite 1 New Millford, CT 06776		0
New Jerusalem Worship Center		122-05 Smith St Jamaica, NY 11434	718-978-5777	0
Christ Church		68 Church Street Montclair, NJ 07042	973-783-1010	0
E. Outreach Activities				

Notifications letters sent to co-religionists of intent to notify upon full-time vacant positions on February 5, 2022, April 14, 2022, July 8, 2022, and October 5, 2022. Letter sent to co-religionists to notify of full-time vacant position, October 5, 2022 and November 11, 2022.