

WTBY-DT, Digital 27, New York - EEO PUBLIC FILE REPORT 2-1-09 through 1-31-10

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

1. Job Title: Secretary	Date Filled: 2/23/09
2. Job Title: Public Affairs Director	Date Filled: 2/23/09
3. Job Title: Production Coordinator	Date Filled: 12/1/09

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

1. Job Title: Secretary Date Filled: 2/23/09

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WTBY, TBN	Chris Elia, Station Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	Yes
WTBY-TV employee Referral	Personnel Mgr.	111 E 15 th St, NY, NY 10003	212-777-2120	No
Bethel Gospel Assembly	Pastor Carlton Brown	2-26 East 120 th Street, New York, NY 10035	212-860-1510	No
Christian Cultural Center	Rev. A.R. Bernard	12020 Flatlands Avenue, Brooklyn, NY 11205	718-306-1000	No
Alerta Communication Network	Dr. Ricardo Reyes	106-09 Northern Blvd. Corona, NY 11268	718-429-9060 201-537-8019	No
World Changers Church	Pastor Creflo Dollar	11 Penn Plaza, Suite 5131 New York, NY 1001	201-537-8019	No
Love Oasis Christian Center	Rev. L.V. Lowery	92-94 Hollis Court Blvd. Queens Village, NY 11428	718-776-2590	No
City Gate International Church	Pastor Alvin Torres	2253 Third Avenue New York, NY 10035	212-410-5970	No
Holy Light Pent. Church	Bishop Debra Gause	33 S. Clover Street Poughkeepsie, NY 12601	845-743-2439	No

Second Baptist Church		36 Vassar Street Poughkeepsie, NY 12601	845-486-9859	No
Poughkeepsie United Methodist Church	Pastor Bob	2381 New Hackensack Road Poughkeepsie, NY 10035	845-452-2933	No
Christian Way Pentecostal Church		1111 Preakness Ave Wayne, NJ 07470	845-473-5776	No
Bethel Church of God in Christ	Bishop James E. Hunt	91 Hooker Ave, Poughkeepsie, NY 12601	845-471-1195	No
Faith Assembly of God	Pastor Edward Jones	254 New Hackensack Road Poughkeepsie, NY 12603	845-462-5955	No
Calvary Temple Intl Assembly	Pastor Thomas Keinath	1111 Preakness Avenue Wayne, NY 07470	845-471-1195	No
Brooklyn Tabernacle	Pastors Jim and Carol Cymbala	17 Smith Street Brooklyn, NY 11201	845-471-1195	No
Abyssinian Baptist Church	Pastor Calvin Butts, III	132 Odell Clark Place New York, NY 10030	212-862-7474	No
Highway Church	Bishop Liston Page	371 Tenth Avenue Paterson, NJ 07514	973-742-5118	No
Church of the Revelation	Pastor Tim Adour	1154 White Plains Road Bronx, NY 10475	718-792-9394	No
Perfecting Faith Church	Pastor Donnie McClurkin	311 North Main Street Freeport, NY 11520	516-223-0047	No
Faith Fellowship	Julie Vazquez	2707 Main Street Sayreville, NJ 08872	732-727-9500	No
Center of Hope International	Shanna Castillo	12-11 40 th Avenue Long Island City, NY 11101	718-784-4673	No
Sound of Life Radio Network	Bob Conti	Po Box 777 Lake Katrine, NY 12449	845-336-6199	No
Greater Allen Cathedral of NY	Rev. Floyd Flake	110-31 Merrick Blvd. Jamaica, NY 11433	718-206-4600	No
Life Changers Church & Ministries	Bishop Joseph Harris	PO Box 287332 New York, NY 10128	212-831-4006	No
The Kings College	Ms. Verna Hamilton	350 Fifth Ave, Suite 1500 New York, NY 10118	212-947-7272	No

2. Job Title: Public Affairs Director Date Filled: 2/23/09

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WTBY, TBN	Chris Elia, Station Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	Yes
WTBY-TV employee Referral	Personnel Mgr.	111 E 15 th St, NY, NY 10003	212-777-2120	No
Bethel Gospel Assembly	Pastor Carlton Brown	2-26 East 120 th Street, New York, NY 10035	212-860-1510	No

Christian Cultural Center	Rev. A.R. Bernard	12020 Flatlands Avenue, Brooklyn, NY 11205	718-306-1000	No
Alerta Communication Network	Dr. Ricardo Reyes	106-09 Northern Blvd. Corona, NY 11268	718-429-9060	No
World Changers Church	Pastor Creflo Dollar	11 Penn Plaza, Suite 5131 New York, NY 1001	201-537-8019	No
Love Oasis Christian Center	Rev. L.V. Lowery	92-94 Hollis Court Blvd. Queens Village, NY 11428	718-776-2590	No
City Gate International Church	Pastor Alvin Torres	2253 Third Avenue New York, NY 10035	212-410-5970	No
Holy Light Pent. Church	Bishop Debra Gause	33 S. Clover Street Poughkeepsie, NY 12601	845-743-2439	No
Second Baptist Church		36 Vassar Street Poughkeepsie, NY 12601	845-486-9859	No
Poughkeepsie United Methodist Church	Pastor Bob	2381 New Hackensack Road Poughkeepsie, NY 10035	845-452-2933	No
Christian Way Pentecostal Church		1111 Preakness Ave Wayne, NJ 07470	845-473-5776	No
Bethel Church of God in Christ	Bishop James E. Hunt	91 Hooker Ave, Poughkeepsie, NY 12601	845-471-1195	No
Faith Assembly of God	Pastor Edward Jones	254 New Hackensack Road Poughkeepsie, NY 12603	845-462-5955	No
Calvary Temple Intl Assembly	Pastor Thomas Keinath	1111 Preakness Avenue Wayne, NY 07470	845-471-1195	No
Brooklyn Tabernacle	Pastors Jim and Carol Cymbala	17 Smith Street Brooklyn, NY 11201	845-471-1195	No
Abyssinian Baptist Church	Pastor Calvin Butts, III	132 Odell Clark Place New York, NY 10030	212-862-7474	No
Highway Church	Bishop Liston Page	371 Tenth Avenue Paterson, NJ 07514	973-742-5118	No
Church of the Revelation	Pastor Tim Adour	1154 White Plains Road Bronx, NY 10475	718-792-9394	No
Perfecting Faith Church	Pastor Donnie McClurkin	311 North Main Street Freeport, NY 11520	516-223-0047	No
Faith Fellowship	Julie Vazquez	2707 Main Street Sayreville, NJ 08872	732-727-9500	No
Center of Hope International	Shanna Castillo	12-11 40 th Avenue Long Island City, NY 11101	718-784-4673	No
Sound of Life Radio Network	Bob Conti	Po Box 777 Lake Katrine, NY 12449	845-336-6199	No
Greater Allen Cathedral of NY	Rev. Floyd Flake	110-31 Merrick Blvd. Jamaica, NY 11433	718-206-4600	No
Life Changers Church & Ministries	Bishop Joseph Harris	PO Box 287332 New York, NY 10128	212-831-4006	No

The Kings College	Ms. Verna Hamilton	350 Fifth Ave, Suite 1500 New York, NY 10118	212-947-7272	No
3. Job Title: Production Coordinator Date Filled: 12/1/09				
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WTBY, TBN	Chris Elia, Station Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	Yes
WTBY-TV employee Referral	Personnel Mgr.	111 E 15 th St, NY, NY 10003	212-777-2120	No
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Alerta Communication Network	Dr. Ricardo Reyes	106-09 Northern Blvd. Corona, NY 11268	718-429-9060	No
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City Gate International Church	Pastor Alvin Torres	2253 Third Avenue New York, NY 10035	212-410-5970	No
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Faith Assembly of God	Pastor Edward Jones	254 New Hackensack Road Poughkeepsie, NY 12603	845-462-5955	No
Calvary Temple Intl Assembly	Pastor Thomas Keinath	1111 Preakness Avenue Wayne, NY 07470	845-471-1195	No
Brooklyn Tabernacle	Pastors Jim and Carol Cymbala	17 Smith Street Brooklyn, NY 11201	845-471-1195	No
Abyssinian Baptist Church	Pastor Calvin Butts, III	132 Odell Clark Place New York, NY 10030	212-862-7474	No
Highway Church	Bishop Liston Page	371 Tenth Avenue Paterson, NJ 07514	973-742-5118	No
Church of the Revelation	Pastor Tim Adour	1154 White Plains Road Bronx, NY 10475	718-792-9394	No

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Faith Fellowship	Julie Vazquez	2707 Main Street Sayreville, NJ 08872	732-727-9500	No
Center of Hope International	Shanna Castillo	12-11 40 th Avenue Long Island City, NY 11101	718-784-4673	No
Sound of Life Radio Network	Bob Conti	Po Box 777 Lake Katrine, NY 12449	845-336-6199	No
Greater Allen Cathedral of NY	Rev. Floyd Flake	110-31 Merrick Blvd. Jamaica, NY 11433	718-206-4600	No
Life Changers Church & Ministries	Bishop Joseph Harris	PO Box 287332 New York, NY 10128	212-831-4006	No
The Kings College	Ms. Verna Hamilton	350 Fifth Ave, Suite 1500 New York, NY 10118	212-947-7272	No

C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 12

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

Source	Contact Person	Address	Telephone No.	Number interviewed:
WTBY, TBN	Chris Elia, Station Manager	111 E. 15 th Street, NY, NY 10003	212-777-2120	3
WTBY-TV employee Referral	Personnel Mgr.	111 E 15 th St, NY, NY 10003	212-777-2120	4
Bethel Gospel Assembly	Pastor Carlton Brown	2-26 East 120 th Street, New York, NY 10035	212-860-1510	2
Christian Cultural Center	Rev. A.R. Bernard	12020 Flatlands Avenue, Brooklyn, NY 11205	718-306-1000	1
Alerta Communication	Dr. Ricardo Reyes	106-09 Northern Blvd. Corona, NY 11268	718-429-9060	0
World Changers Church	Pastor Creflo Dollar	11 Penn Plaza, Suite 5131 New York, NY 1001	201-537-8019	2
Love Oasis Christian Center	Rev. L.V. Lowery	92-94 Hollis Court Blvd. Queens Village, NY 11428	718-776-2590	0
City Gate International Church	Pastor Alvin Torres	2253 Third Avenue New York, NY 10035	212-410-5970	0
Holy Light Pent. Church	Bishop Debra Gause	33 S. Clover Street Poughkeepsie, NY 12601	845-743-2439	0
Second Baptist Church		36 Vassar Street Poughkeepsie, NY 12601	845-486-9859	0

Poughkeepsie United Methodist Church	Pastor Bob	2381 New Hackensack Road Poughkeepsie, NY 10035	845-452-2933	0
Christian Way Pentecostal Church		100 Cannon St. Poughkeepsie, NY 12601	845-473-5776	0
Bethel Church of God in Christ	Bishop James E. Hunt	91 Hooker Avenue Poughkeepsie, NY 12601	845-471-1195	0
Faith Assembly of God	Pastor Edward Jones	254 New Hackensack Road Poughkeepsie, NY 12603	845-462-5955	0
Calvary Temple Intl Assembly	Pastor Thomas Keinath	1111 Preakness Avenue Wayne, NY 07470	845-471-1195	0
Brooklyn Tabernacle	Pastors Jim and Carol Cymbala	17 Smith Street Brooklyn, NY 11201	845-471-1195	0
Abyssinian Baptist Church	Pastor Calvin Butts, III	132 Odell Clark Place New York, NY 10030	212-862-7474	0
Highway Church	Bishop Liston Page	371 Tenth Avenue Paterson, NJ 07514	973-742-5118	0
Church of the Revelation	Pastor Tim Adour	1154 White Plains Road Bronx, NY 10475	718-792-9394	0
Perfecting Faith Church	Pastor Donnie McClurkin	311 North Main Street Freeport, NY 11520	516-223-0047	0
Faith Fellowship	Julie Vazquez	2707 Main Street Sayreville, NJ 08872	732-727-9500	0
Center of Hope International	Shanna Castillo	12-11 40 th Avenue Long Island City, NY 11101	718-784-4673	0
Sound of Life Radio Network	Bob Conti	Po Box 777 Lake Katrine, NY 12449	845-336-6199	0
Greater Allen Cathedral of NY	Rev. Floyd Flake	110-31 Merrick Blvd. Jamaica, NY 11433	718-206-4600	0
Life Changers Church & Ministries	Bishop Joseph Harris	PO Box 287332 New York, NY 10128	212-831-4006	0
The Kings College	Ms. Verna Hamilton	350 Fifth Ave, Suite 1500 New York, NY 10118	212-947-7272	0

E. Outreach Activities

Notifications letters sent to co-religionists of intent to notify upon full-time vacant positions on March 30, 2009, June 30, 2009, September 14, 2009, & November 20, 2009.