

5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? Yes No

If No, attach as Exhibit No. ___ an explanation.

6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination? Yes No

If Yes, attach as Exhibit No. 1 a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.

7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact? Yes No

If Yes, attach as Exhibit No. ___ an Environmental Assessment required by 47 C.F.R. Section 1.1311.

If No, explain briefly why not.

See Exhibit 2

8. Has the applicant placed in its station's public inspection file at the appropriate times the documentation required by 47 C.F.R. Sections 73.3526 or 73.3527? Yes No

If No, attach as Exhibit No. ___ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

CERTIFICATION: I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name MATTHEW FIELD	Signature <i>Matthew Field</i>
Title SENIOR VICE PRESIDENT AND GENERAL MANAGER	Date 1/22/91

EXHIBIT 1

On March 3, 1988, applications for transfer of control of the licensee, GAF Broadcasting Company, Inc. (GAF Broadcasting) from the then-shareholders of GAF Corporation to Newco Holdings, Inc. (now GAF Corporation), a privately held company, were filed on FCC Forms 315 and 316 (File Nos. BTCH-880322GF and BTCH-880322GG). On November 14, 1988, the applications were granted by Commission Staff. A petition for reconsideration of the grant was filed and remains pending. The transfer of control was consummated on March 29, 1989. Since the filing of the transfer of control applications, James T. Sherwin, the former Vice Chairman, Chief Administrative Officer and a Director of GAF Corporation and Vice President and a Director of GAF Broadcasting, and GAF Corporation, have been indicted and convicted on criminal charges arising out

EXHIBIT 2

The station's transmission facilities do not fall within any of the categories set forth in Section 1.1307(a) of the Commission's Rules.

For the reasons set forth below, operation of the station's transmitting facilities does not cause exposure of workers or the general public to levels of RF radiation in excess of the ANSI limits specified in Section 1.1307(b) of the Commission's Rules. The following statement with respect to RF radiation reflects the cooperation and agreement of broadcast licensees whose transmitting facilities are located at the Empire State Building ("the Stations").

Studies performed by the consulting engineering firm of Silliman & Silliman show that, in areas accessible to the general public at the Empire State Building ("ESB") site, there are no levels of RF radiation exceeding the ANSI limits.

A computer model study of the ESB tower, using the equations set forth in OST Bulletin No. 65, has been performed by the consulting engineering firm of Hammett & Edison. That study indicates that power reductions may be necessary when work is being done at various levels on the tower (not accessible to the general public) to ensure that workers will not be exposed to RF radiation in excess of the ANSI standard. The Stations which contribute one percent or more of the ANSI standard have agreed (1) to coordinate when work is necessary on or in the tower and (2) that such work will be done only when the power reductions indicated by the Hammett & Edison study are made, unless

additional studies or actual measurements made in the area where the work is to be performed indicate that the ANSI standard will be complied with by lesser or no power reductions. Moreover, because one of the Silliman studies indicates levels of RF radiation may exceed the ANSI standard on the exterior catwalk at level HH of the ESB (an area also not accessible to the general public), the Stations have agreed that work will not be done in this area until (1) additional studies or measurements are made to determine the power reductions, if any, necessary to comply with the ANSI standard, and (2) the Stations have coordinated to make such power reductions. The Stations have agreed that if and when power reductions are required, they will coordinate with each other and cooperate to reduce power by the amount necessary to meet the ANSI standard.

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

(For FCC Use Only)

Call Letters W N C N

Code No.

Name of Licensee GAF BROADCASTING COMPANY, INC.

City and State which station
is licensed to serve NEW YORK, NEW YORK

TYPE OF BROADCAST STATION (Check one)

Commercial Broadcast Station

- AM TV
 FM Low Power TV
 Combined AM & FM
in same area International

Noncommercial Broadcast Station

- Educational Radio
 Educational TV

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name WNCN - GAF BROADCASTING		Street Address 1180 AVENUE OF AMERICAS	
City NEW YORK	State NEW YORK	ZIP Code 10036	Telephone No. (212)730-9626

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, and sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, a license renewal applicant who employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity for women and minority groups (that is, Blacks, not of Hispanic

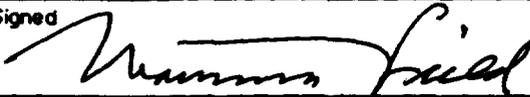
CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

**WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.
U.S. CODE, TITLE 18, SECTION 1001.**

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	
Title	GENERAL MANAGER
Date	JANUARY 22, 1991
Name of Respondent	MATTHEW FIELD
Telephone No. (include area code)	(212) 730-9626

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the license renewal requested is consistent with the public interest. The staff, consisting variously of attorneys, accountants, engineers, and applications examiners, will use the information to determine whether the license renewal application should be granted, denied, dismissed or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME MATTHEW FIELD TITLE GENERAL MANAGER

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

- Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.
- We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.
- Other (specify)

III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

- When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruitment area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals are:

	Number of Referrals	
	Minority	Women
<u>AMSTERDAM NEWS</u>	_____	_____
<u>EL DIARIO</u>	_____	_____
<u>NEW YORK TIMES</u>	_____	_____

- Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals	
	Minority	Women
<u>IONA UNIVERSITY</u>	<u>1</u>	<u> </u>
<u>QUEENS COLLEGE</u>	<u>1</u>	<u> </u>

- Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals	
	Minority	Women
<u>NAACP</u>	<u> </u>	<u> </u>
<u>NATIONAL ASSOCIATION OF BLACK JOURNALISTS</u>	<u> </u>	<u> </u>
<u>SQUIRES PERSONNEL</u>	<u>2</u>	<u>7</u>
<u>NEW YORK EMPLOYMENT SERVICE</u>	<u> </u>	<u> </u>

- We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

Minority	Women
<u> </u>	<u> </u>

- Other (specify) and the number of minority and/or women referrals are:

Minority	Women
<u> </u>	<u> </u>

IV. JOB HIRES

A broadcast station must consider applicants for job openings on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for available positions, it must make efforts to encourage them to apply for job openings.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) January 1, 1990 and ending (Month-Day-Year) December 31, 1990 we hired:

Total hires 6 Minorities 0 Women 5

During this period, for positions in the upper four job categories, we hired:

Total hires, upper 1 Minorities 0 Women 0
four categories

V. PROMOTIONS

A broadcast station must promote individuals on a nondiscriminatory basis. Further, to assure that qualified minorities and women are given due consideration for promotional opportunities, it must make efforts to encourage them to qualify and apply for advancement.

During the twelve-month period prior to filing this application beginning (Month-Day-Year) January 1, 1990 and ending (Month-Day-Year) December 30, 1990 we promoted:

Total promotions 4 Minorities 1 Women 2

During this period, in the upper four job categories, we promoted:

Total promotions, upper 3 Minorities 1 Women 1
four categories

VI. AVAILABLE LABOR FORCE

A broadcast station must evaluate its employment profile and job turnover against the availability of minorities and women in the relevant labor market. The FCC will use labor force data for the MSA in which your station is located, or county data if the station is not located in an MSA, to evaluate your station's equal employment efforts. If you use these data in your evaluation, you need not submit them to the FCC.

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics

The above information is for: M.S.A. City County
 Other (specify)

VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

None

VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges. Conducted specialized EEO training with all personnel at the radio station. Designed in conjunction with Harbridge House, the training included segments on GAF commitment, law, discrimination, sexual harassment, special training and employee relations.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women. Presently manage an intern program with city high school system aimed at educating and training school age children. Over the past three years the station has employed eight high school interns, four of whom were minorities and three were females. Also, five college students participated in the intern program, three of whom were minorities and one female.