

"Mr. GOODMAN. There are qualified people to handle this who do live in Newark?"

"Dr. GRODER. There wouldn't be enough of those who applied who live in Newark."

Since a question has been raised concerning the Pre-School Council employees, it should be noted that as of December 15, 1965, there are a total of 245 employees in the Pre-School Council, of whom 207, or 84.5% are residents of Newark. Of the 38 non-Newark residents, 35 reside in Union and Essex Counties, New Jersey, and 3 are from out of the state.

It might also be of interest to note that from a residence survey of employees of the Newark Board of Education as of December 15, 1965, there are 566 high school teachers employed, of whom 214, or 37.8% are residents of Newark, and 352 reside out of Newark.

The foregoing statistics are not submitted for purposes of adversely reflecting upon employment policies of the Board of Education or the Pre-School Council, but merely to demonstrate how their employment statistics compare to UCC, and to indicate that there has been no systematic plan or move to exclude Newark residents from employment with UCC.

Substantial effort was in fact made to provide preference for Newark residence in the hiring of employees. This was consistent with the policy of UCC, enunciated at the Board of Trustees Meeting of December 21, 1964, attended by members of the council committee as heretofore noted. A resolution on philosophy with employment practices and purchasing was unanimously adopted, which in part stated:

"Therefore, be it Resolved: 1. That, wherever possible preference will be given to residents of Newark in the hiring of personnel for the United Community Corporation."

Thereafter, the procedure to be followed by UCC in the hiring of staff was presented by the Personnel Committee to the membership meeting of February 1, 1965, which emphasized preference to be given Newark residents in hiring. Likewise, this concept was emphasized in subsequent communications from the Personnel Committee to Mr. Tyson.

The claim of a systematic plan to exclude Newarkers from UCC jobs was also refuted by the testimony of Msgr. Dooling and Dean Heckel. Msgr. Dooling testified on pages 17-18 of the minutes of the September 9 hearing (exhibit 12) as follows:

"Councilman BERNSTEIN. Monsignor, to the best of your knowledge, what efforts were made to hire bona fide Newark residents at the exemption level?"

"Monsignor DOOLING. I think every effort was made. As a matter of fact . . . I was chairman of the Policy and Philosophy Committee of the United Community Corporation and this is one of the things that was incorporated in the statement that wherever possible people from Newark would be employed . . .

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"I really think that a conscientious effort was made to follow the philosophy of UCC in the hiring of employees, but I think you must also consider the quality of the people that had to be hired for these positions and their availability. In other words, you have to go by supply and demand and the various programs that started at the same time really drained the available people who could be qualified for these positions . . . I mean in the various cities and states. So that you would have a lot of programs in New York and have a lot of programs operating in our own state."

Dean Heckel also testified (Pages 34 and 35 of Exhibit 12) that extensive efforts were made to seek Newark people for positions, but that the prime consideration at the outset was to get the best qualified people for the executive jobs so vital to the functioning of the corporation.

UCC records disclose that as of September 7, 1965, there were a limited number of Newark applicants for the "key" jobs at issue. As of September 7, excluding the Executive Director, there were four key jobs, of which, three went to New Jersey applicants, one of whom was a resident of Newark, one a resident of Montclair, and the other a resident of New Providence.

It is regrettable that the council committee did not pursue its intent to call representatives of the UCC Personnel Committee and the Pre-School Council as witnesses. Had they been called and interrogated regarding UCC employment