
Annual EEO Public File Report Form

[WUTV/WNYO-Buffalo]

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): [Station Call Sign(s) and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning **February 1, 2011** to and **January 31, 2012** (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

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. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from **February 1, 2011** to **January 31, 2012**

Station(s) Comprising Station Employment Unit: **[WUTV/WNYO-Buffalo, New York]**

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Caitlin Pike/New Business Sales Account Executive	Employee Referral / Dianne	
2	Jennifer Drago & Joel Curtin/MCO	(2) Job Fair & (1) Employee Referral / Tara	
3	Douglas Ruffin/MCO	Employee Referral / Robert	

Total Number of Persons Interviewed During Applicable Period:

ATTACHMENT C

Appendix 2 to

Sample Annual EEO Public File Report Form

Covering the Period from 2/1/2011 to 1/31/2012

Station(s) Comprising Station Employment Unit: WUTV/WNYO-Buffalo, NY

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	African American Cultural Center 350 Masten Avenue Buffalo, NY 14208 c/o Tammy Gaines Aacc@wzrd.com 716-884-2013		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
B	Bryant & Stratton Business Institution c/o Diane Westbrook 465 Main Street Buffalo, NY 14203 dwestbrook@bryantstratton.edu 716-884-9120		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
C	Buffalo Federation of Neighborhood Centers c/o Jan Peters 97 Lemon Street Buffalo, NY 14204 716-856-0363		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
D	Buffalo State College c/o Lisa August/Career Development Center 1300 Elmwood Avenue Buffalo, NY 14222 716-878-5811 askcdc@buffalostate.edu		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager

E	Buffalo Urban League 15 Genesee Street Buffalo, NY 14203 c/o Joan King JKing@buffalourbanleague. org 716-854-7625		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
F	Canisius College c/o Barbara Irwin 2001 Main Street Buffalo, NY 14208 716-883-7000		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
G	Careerbuilder 8401 Greensboro Dr, Ste 250 McLean, VA 22102 c/o Brian Maggio / AE Careerbuilder.com		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
H	CNY Newspaper Group Binghamton, Ithaca, Elmira c/o Misty Lou Finch 607-798-1271 Mfinch#gannett.com		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
I	Community Action Organization of Erie County. Inc. c/o Paulette Fields/Human Resources 70 Harvard Street Buffalo, NY 14209 716-881-5150		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
J	Crisis Services c/o Jessica Pirro 2969 Main Street Buffalo, NY 14214 www.crisisservices.org 716-834-1144		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
K	Educational Opportunity Center c/o Margot Keysor 465 Washington Street Buffalo, NY 14203 716-849-6727 x 168 keysor@buffalo.edu		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
L	Employee Referrals		Copy Coordinator Sales Marketing Specialist

			New Business AE Inventory Specialist MCO Regional Sales Manager
M	Erie Community College Main & Youngs Road Williamsville, NY 14221 c/o Joseph Abbarno 716-851-1484 snedden@ecc.edu		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
N	Erie County Division of EEO 95 Franklin Street Buffalo, NY 14202 c/o Jane Macras 716-858-7542		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
O	Everywoman Opportunity Center 237 Main Street – Suite 330 Buffalo, NY 14203 c/o Ivy Diggs Washington 716-847-1120 www.everywoman.org iwashington@everywoman.org		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
P	Greater Buffalo Partnership 300 Main Place Tower Buffalo, NY 14202 attn: Ca-Rin Miles 716-852-541-1775 cmiles@thepartnership.org		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
Q	Hispanics United of Buffalo 254 Virginia Street Buffalo, NY 14201 c/o Michael Rivera 716-856-7110		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
R	Internal Applicants		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager

S	<p>JOBSapalooza CareerFest Career Services 259 Capen Hall University at Buffalo Buffalo, NY 14260-1635 c/o Judith Applebaum 716-645-2231</p>		<p>Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager</p>
T	<p>Medaille College Career development 18 Agassiz Circle Buffalo, NY 14214 c/o Ron Beiter 716-880-2210 ronald.j.beiter@medaille.edu</p>		<p>Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager</p>
U	<p>www.Monster.com</p>		<p>Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager</p>
V	<p>New York State Broadcasters Association, Inc. 1805 Western Avenue Albany, NY 12203 c/o Sandy Messineo 518-456-8888 www.nysbroadcastersassn.org</p>		<p>Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager</p>
W	<p>New York State Dept. of Labor/Job Resources/Job Bank 284 Main Street Buffalo, NY 14202 www.labor.state.ny.us 716-851-2694 Fax 716-851-2702 Job order on file jobbank.buffalo@labor.ny.gov</p>		<p>Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager</p>
X	<p>Niagara Community Action Program 1521 Main Street Niagara Falls, NY 14305 c/o Susan Burns 716 niagcap@prodigy.net 284-2258 x101</p>		<p>Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager</p>
Y	<p>Niagara Falls Church of Christ c/o Eddie J. Cornelius 359 14th Street Niagara Falls, NY 14303 716-285-6534</p>		<p>Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO</p>

			Regional Sales Manager
Z	Niagara University P.O. Box 2041 Niagara University, NY 14109 c/o Career Services 716-286-8500 careers@niagara.edu	0 0	Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
AA	Opportunities Unlimited of Niagara Factory Outlet Blvd. Niagara Falls, NY 14304 c/o Kim Wagner 716-297-6400 x354 kwagner@opportunitiesunlimited.org		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
BB	Seneca Nation of Indians c/o Geraldine Memmo 1510 Route 438 Irving, NY 14081 716-532-9221		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
CC	Seventy Eight Restoration attn: Henrietta Coleman 38 Emerson Street Buffalo, NY 14209 716-884-0815		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
DD	Sinclair Broadcast Group www.sbgi.net 10706 Beaver Dam Road Cockeysville, MD 21030		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
EE	SUNY at Buffalo Career Services 259 Capen Hall Buffalo, NY 14260 716-645-2231 Megan Stewart ub-careers.buffalo.edu		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
FF	SUNY College @ Fredonia Career Development Fredonia, NY 14263 716-673-3327		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
GG	TV Jobs Mark Holloway		New Business Account Executive

	Broadcast Employment Svcs. www.tvjobs.com		Master Control Operator General Sales Manager Regional Sales Manager
HH	Workforce Consortium/ Greater Buffalo Works c/o Phil Dicarlo 237 Main Street-Ste 900 Buffalo, NY 14203 pdicarlo@wdcinc.org 716-845-6003		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
II	WUTV-TV & WNYO-TV (:30 sec) On-Air Spots 699 Hertel Avenue – Suite 100 Buffalo, NY 14207 716-447-3202		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
JJ	www.WNYJobs.com		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager
KK	www.wutv.com		Copy Coordinator Sales Marketing Specialist New Business AE Inventory Specialist MCO Regional Sales Manager

- **WUTV and WNYO looks for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer to job opportunities we may have. From February 1, 2010 to January 31, 2011 no organizations have requested notification of vacancies.**

ATTACHMENT C

Appendix 3 to

Sample Annual EEO Public File Report Form

Covering the Period from 2/1/10 to 1/31/2011

Station(s) Comprising Station Employment Unit WUTV/WNYO

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WUTV/WNYO-BUFFALO, NY

New York State's Broadcasters Association Internship for 2005!

WUTV/WNYO was selected to proceed with the hiring of an intern from a local college institution. A total of 200 stations expressed interest in the program. From those 200 stations thirty-one stations were chosen at random.

For twenty-eight consecutive years, the New York State Office of Children & family Services and New York State Broadcasters Association, have jointly sponsored an employment/training program to offered by radio and television members of New York State Broadcasters Association to students.

It is the intention of this program to provide participating students (to be known as "interns") the opportunity to witness and experience "first hand" the operational procedures of a radio or television station.

Eligibility Requirements:

It is the intent of the program to actively recruit and hire interns that are:

- at least 17 years of age;
- high school or undergraduate college students;
- residents of NYS or attending school in NYS;
- first time entrants into program;
- relatives of employees are ineligible to participate.

The Selection Process:

A narrative explaining the program is mailed to all local colleges and institutes. All students interested should apply for the program internship via written letter of application, in addition to the station's normal hiring procedure. There's a reimbursement for training at a maximum of \$1,152. The reimbursement is in the form of wages at

\$6.40/per hr. for a maximum of 180 hours. The station may decide to independently hire the intern for more hours or for more money per hour. WUTV hired a senior from Canisius College majoring in Communications.

Noll Seminar

Date of Station Participation: April 5, 2011

Participating Employees: General Manager, Sales Managers , Department Heads and Account Executives

Host/Sponsor of Activity: Buffalo State College's Job Fair 2010

Two and a half hour training dealing with sales conflicts and clients.

JOB FAIR

Date of Station Participation: February 17, 2010

Participating Employees: Dianne Fancher/Human Resources Manager

Host/Sponsor of Activity: CareerFest Fall '09/University at Buffalo

Description of the activities: Attended by more than 1000 students and alumni CareerFest is an established and well-publicized event, providing an opportunity to meet with a diverse pool of talented candidates for job and internship openings. This event, billed as "The Job Fair for Everyone," attracts undergraduate and graduate-level students in a variety of majors.

JOB FAIR

Date of Station Participation: Thursday, March 10, 2011

Participating Employees: Dianne Fancher/Human Resources Manager

Host/Sponsor of Activity: Buffalo State College Job Fair 2011

Description of the activities: Over 500 students, including Students from other colleges and universities in the Western New York area. More than 35 companies and organizations participated.

JOB FAIR

Date of Station Participation: January 5, 2010

Participating Employees: Dianne Fancher/Human Resources Manager

Host/Sponsor of Activity: Western New York's Job and Internship Fair / JobSapalooza 2011

Description of the activities: More than 2,000 job seekers braved subfreezing temperatures seeking face time with the more than 70 employers at Jobsapalooza, a job fair put together for the past 12 years by the University at Buffalo.

Crowded lines of impeccably groomed candidates thronged the halls of the Buffalo Niagara Convention Center, clutching resumes and practicing “elevator speeches.” But gray-haired attendees considerably outnumbered the recent college graduates for which the job fair was originally intended.

JOB FAIR

Date of Station Participation: Tuesday, January 10, 2012
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: Cheektowaga Chamber of Commerce Job Fair 2012

Description of the activities: The Cheektowaga Chamber of Commerce and CCC Charities, Inc. in conjunction with the Walden Galleria Mall held Job Fair 2011. This year’s event was very successful with hundreds of job seekers attending the event.

JOB FAIR

Date of Station Participation: Wednesday, November 2, 2011
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: Niagara County Community College Fall 2011 Job Fair

Description of the activities: The

EDUCATIONAL EVENTS/ COMMUNITY INVOLVEMENT

Date of Station Participation: April 4, 2009

Host/Sponsor of Activity: Kids Escaping Drugs

Participating Employees: Nick Magnini/GM

Our General Manager attended Kids Escaping Drugs telethon and spoke to young adults about jobs at WUTV/WNYO during this all day event held at the Kids Escaping Drugs campus.

WEB BASED TRAINING

Date of Station Participation: February 1, 2011 – January 31, 2012

Participating Employees: All Employees

Brief Description of Activities: Sinclair Television Group implemented a web-based training program on the topics of Workplace Harassment and Code of Conduct /Ethics and Whistleblower policies for all employees. Web-based training is an Internet-based courseware which uses interactive technology to provide learning and allows the flexibility for everyone to complete the

training from a computer at any time. All WUTV/WNYO employees are required to complete assigned courses.