

**WIVB, WNLO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016 - January 31, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi Media Journalist	1-2, 4-5, 7-8, 10-11, 13, 16-20, 22-29	26
Multi Media Journalist	1-2, 4-5, 7-8, 10-11, 13, 16-20, 22-29	10
Multi Media Journalist	1-2, 4-5, 7-8, 10-11, 13, 16-20, 22-29	26
Sales Account Executive	1, 4-5, 7, 10-11, 13, 15-29	10
Anchor/MultiMedia Journalist	1-2, 4-5, 7, 9-10, 13-14, 16-20, 22-29	2
IT Manager	1, 4-5, 7, 11, 13-14, 16-20, 22-29	28
Graphic Designer/Animator	1, 4-5, 7, 10-11, 13-14, 16-20, 22-29	10
Sales Administrative Assistant	1, 4-5, 7, 10-11, 13-20, 22-29	28
News Producer	1, 4-5, 7, 10-11, 13-14, 16-20, 22-29	10
News Producer	1, 4-5, 7, 10-11, 13-14, 16-20, 22-29	26
Meteorologist	1, 4-7, 11, 13, 16-20, 23-29	26
Sports Multi Media Journalist	1, 4-7, 9, 11, 13, 16-20, 23-29	26
National Sales Administrative Assistant	3-5, 7, 10-13, 16-20, 22-29	10

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Cultural Center 350 Masten Ave Buffalo, New York 14209 Phone : (716) 884 2013 Url : <a href="http://www.africancultural.org">http://www.africancultural.org</a> Email : <a href="mailto:aacc@wzrd.com">aacc@wzrd.com</a> Fax : 1-716-885-2590 Alicia Banner	N	0
2	Agency Referral	N	5
3	BEA-Broadcast Education Association 17710N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5355 Url : <a href="http://www.beaweb.org/wp/">www.beaweb.org/wp/</a> John Hendricks Manual Posting	N	0
4	Buffalo Branch NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : (716) 884-7242 Url : <a href="http://www.apollo3.com/naacp/">http://www.apollo3.com/naacp/</a> Email : <a href="mailto:naacp@apollo3.com">naacp@apollo3.com</a> Fax : 1-716-884-7243 Madeline Scott	N	0
5	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : (716) 250-2400 Url : <a href="http://www.buffalourbanleague.org/">http://www.buffalourbanleague.org/</a> Fax : 1-716-854-8960 Brenda McDuffie	N	0
6	BuffaloNiagaraJobs.com 665 Main Street Buffalo, New York 14203 Phone : 1-800-916-9073 Url : <a href="http://buffaloniagara.org/Home/OurRegion/GrowYourC">http://buffaloniagara.org/Home/OurRegion/GrowYourC</a> Lisa Roy Manual Posting	N	0

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7	Community Action Organization of Erie County (CAO) 70 Harvard Pl Buffalo, New York 14209 Phone : (716) 881-5150 Url : <a href="http://www.caoec.org/">http://www.caoec.org/</a> Email : <a href="mailto:sbrown@caoec.org">sbrown@caoec.org</a> Fax : 1-716-881-2927 Sjunseeagn Brown	N	0
8	Current Employee - Transfer/Promotion	N	1
9	Current Employee/Internal Promotion	N	3
10	Employee Referral	N	13
11	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0
12	Indeed.com - Not Directly Contacted by SEU	N	1
13	JobSpider.com New York Url : <a href="http://www.jobspider.com/">http://www.jobspider.com/</a> Chris McGarry Manual Posting	N	0
14	LIN Media One West Exchange Street Providence, Rhode Island 2903 Phone : 401-454-2880 Url : <a href="http://www.linmedia.com/contact-us/careers.php">http://www.linmedia.com/contact-us/careers.php</a> Email : <a href="mailto:WIVB_WNLO_TV@linmedia.com">WIVB_WNLO_TV@linmedia.com</a> Claudia Balcewicz	N	0
15	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	5

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16	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284 5589 Url : <a href="http://www.media-match.com/usa/">http://www.media-match.com/usa/</a> Tammy Romaniuk Manual Posting	N	0
17	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
18	Native American Community Services of Erie & Niagara Counties, Inc. 1905 Pine Ave Niagara Falls, New York 14301 Phone : (716) 874-2797 Url : <a href="http://www.nacswny.org/">http://www.nacswny.org/</a> Email : <a href="mailto:tporter@nacswny.org">tporter@nacswny.org</a> Fax : 1-716-874-1874 Tianna Porter	N	0
19	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : <a href="http://nysbroadcasters.org/">http://nysbroadcasters.org/</a> Email : <a href="mailto:sandy@nysbroadcasters.org">sandy@nysbroadcasters.org</a> Fax : 1-518-456-8943 Sandy Messineo	N	0
20	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0
21	Non-Employee Referral	N	2

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22	Northwest Buffalo Community Center 155 Lawn Ave Buffalo, New York 14207 Phone : (716) 876-8108 Url : <a href="http://www.nwbccinc.org/index.html">http://www.nwbccinc.org/index.html</a> Email : seboyd51@msn.com Fax : 1-716-876-5048 Susan Boyd	N	0
23	Syracuse University 210 Steele Hall Syracuse, New York 13244 Phone : 315.443.1870 Email : hrservice@syr.edu Fax : 1-315-443-2268 Student Employment Services N/A	N	0
24	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Fax : 1-410-544-4640 Office Manager Office Manger	N	0
25	The Buffalo Employment and Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : 716-856-8139 ext3412 Url : <a href="http://www.workforcebuffalo.org/default.asp">http://www.workforcebuffalo.org/default.asp</a> Fax : 1-716-856-5670 David Lloyd	N	0
26	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	18
27	Vision Maker Media 1800 N. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3522 Email : Visionmaker@unl.edu Rachel Danay	N	0

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28	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : <a href="http://www.wivb.com">http://www.wivb.com</a> Chris Anchin Manual Posting	N	16
29	WNY Association of College Career Centers 18 Agassiz Circle Buffalo, New York 14214 Phone : (716) 880-2145 Url : <a href="http://www.wnyaccc.org/home.aspx">http://www.wnyaccc.org/home.aspx</a> Email : <a href="mailto:wp9@buffalo.edu">wp9@buffalo.edu</a> Ron Beiter	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>64</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/7/2016	Establishment of an intern program designed to assist members of the community	The station hosted 17 interns in the News Department this past year. Our interns were from Buffalo State, SUNY Buffalo, Northeastern University, Medaille College, Hofstra University, SUNY Oswego, Niagara University, Ithaca College and SUNY Fredonia. The internships last an entire semester and the full time students receive full academic credit. This initiative takes place throughout the Spring, Summer and Fall semesters.	5	
2	3/2/2016	Participation in Job Fairs	The station, WIVB/WNLO, participated in the Careerfest Job Fair on March 2, 2016 at the University at Buffalo. Promotions Director Dom Nardo & John Carroll who have responsibility in the hiring process attended along with HR/Business Administrator Chris Anchin, met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	2	Director of Promotions & Marketing HR/Business Administrator Chief Engineer
3	3/9/2016	Participation in Job Fairs	The station, WIVB/WNLO, participated in the Job Fair on March 9, 2016 at Canisius College. Promotions Director Dom Nardo who has responsibility in the hiring process attended along with HR/Business Administrator Chris Anchin, met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	2	Director of Promotions & Marketing HR/ Business Administrator

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4	3/10/2016	Participation in Job Fairs	The station, WIVB/WNLO, participated in the Job Fair on March 10, 2016 at Buffalo State College. Chief Engineer, John Carroll who has responsibility in the hiring process attended along with HR/Business Administrator Chris Anchin, met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	2	Chief Engineer HR/Business Administrator
5	4/20/2016	Participation in Job Fairs	The station, WIVB/WNLO, participated in the Job Fair on April 20, 2016 at Medialle College. Local Sales Manager, Dan Jackson, who has responsibility in the hiring process attended along with HR/Business Administrator Chris Anchin, met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	2	Local Sales Manager HR/Business Administrator
6	4/25/2016	Establishment of training programs for station personnel	At the Media General Business Administrator Virtual Summit, our BA Chris Anchin attended nine 1-hour training sessions. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters.	1	HR/Business Administrator
7	4/27/2016	Establishment of training programs for station personnel	Chris Anchin attended a webinar training provided by Media General on April 27, 2016 that overviewed and explained the FCC's Equal Employment Opportunity rules and policies..	1	HR/Business Administrator
8	12/15/2016	Participation in scholarship programs	The station, WIVB/WNLO, sponsored a \$2,000 scholarship for a Canisius College student pursuing a career in broadcasting to be used for college expenses. To apply a student must have completed 60 credits as of 10/1/2016, an above average academic record and a major in broadcasting, journalism, communications or related field.	2	President & General Manager HR/Business Administrator