

ATTACHMENT A

2008-2009 and 2009-2010 Annual EEO Reports

Date Hired Information:

08-09

1. News Reporter – 10/13/08
2. Master Control Technician – 11/17/08
3. St. Account Executive – 07/28/08
4. News Reporter – 03/10/08
5. St. Account Executive – 07/28/08
6. St. Account Executive – 07/28/08
7. News Photographer – 07/19/08
8. Internet Assistant – 12/04/08
9. News Producer – 06/25/08
10. New Business Development Manager – 12/10/08

09-10

1. Internet Sales Director – 06/19/09
2. News Producer – 10/26/09
3. Internet Account Executive – 11/09/09
4. St. Account Executive – 04/22/09
5. St. Account Executive – 10/12/09
6. Business Administrator – 12/15/09
7. St. Account Executive – 01/11/09
8. St. Account Executive – 04/22/09
9. News Producer – 01/27/09

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 23, 2008 to January 22, 2009.

1) Employment Unit: LIN Television-Buffalo, NY

2) Unit Members (Stations and Communities of License):

WIVB, Buffalo, NY

WNLO, Buffalo, NY

3) EEO Contact Information for Unit Member:

Mailing Address: 2077 Elmwood Avenue Buffalo, NY 14207	Telephone Number: 716-879-4953
	Contact Person: Angela Myles
	E-mail Address: Angela.myles@wivb.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. News Reporter _____	wivb.com _____
2. Master Control Technician _____	Employee Referral _____
3. St. Account Executive _____	wivb.com _____
4. News Reporter _____	tvjobs.com _____
5. St. Account Executive _____	wivb.com _____
6. St. Account Executive _____	wivb.com _____
7. News Photographer _____	wivb.com _____
8. Internet Assistant _____	Was an Intern _____
9. News Producer _____	iambuffaloniagarajobs.com _____
10. New Business Development Man. _____	Employee Referral _____

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Station [INSERT CALL SIGN(S)] is an Equal Opportunity Employer.

5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Buffalo Newspaper	Black, Meg	mblack@buffnews.com One News Plaza PO Box 14240 716-849-4035	4	NO	3, 5, 6
WIVB.COM	Chris Woodard	www.wivb.com	15	NO	1, 4, 7, 9, 10
TV Jobs	Angela Myles	www.tvjobs.com	0	NO	1, 4
Corporate Posting	Lisa Sousa	LIN TV Corp. Four Richmond Square Providence, RI 02906	1	NO	ALL
Internal Job Posting	Angela Myles	2077 Elmwood Avenue Buffalo, NY 14207	2	No	ALL
NABET LOCAL 25	Jay Lauder	www.nabet.com	0	NO	2, 7, 9
NABEF	Kristopher Jones	1771 N Street NW Washington, DC 20036	1	NO	8
Walk-in		2077 Elmwood Ave. Buffalo, NY 14207	1	NO	ALL
Employee Referrals			9	NO	ALL

Station [INSERT CALL SIGN(S)] is an Equal Opportunity Employer.

6) Total # of Interviewees Referred: For the period from 1/23/08 to 1/22/09 this Employment Unit interviewed 32 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Attended Job Fairs

The Employment Unit Attended One Job fair and participated in one online job fair in 2008; attended Medaille College, online NYSBROADcastersCareerFair.com.

Participated in Medaille College Job Fair on April 16th 2008; attended by Angela Myles. Met with students, graduates, and public regarding open positions and TV media related opportunities. Accepted resumes, handed out application for employment as well as internships.

NYSBroadcastersCareerFair.com –March 24-30 2008. During this week listener and viewers had a chance to post their resumes, and apply for jobs which we posted in our “booth” that NYS broadcasters set up for us. NYS broadcasters also shared with us resumes that were posted in our region after the event took place.

(b) Initiative: Internships

Two Interns in the Internet Department. The interns came from Buffalo State College. Interns come from Buffalo State College, University of St. Andrews, Scotland, University at Buffalo and Canisius College. The internships last the entire semester and the students receive full credit for it.

(c) Initiative: Scholarship Program

The station employment unit participates in LIN TV’s Minority Scholar Program. WIVB as well as WNLO advertises the program which awards a two year scholarship to ambitious students who are pursuing a wide spectrum of goals in or relating to broadcast television and digital media, ranging from producing and engineering to broadcast journalism, community affairs and sales. Students are selected to receive the Minority Scholarship because of their academic achievement, their passion for broadcasting and their desire to contribute to the overall advancement of the industry.

(d) Initiative: Tuition Assistance Program (TAP)

The station full-time employees are eligible for TAP after completion of 6 months of employment. TAP is offered to employees for courses that:

- 1.) Maintains or enhances an employee’s overall job performance
- 2.) Qualify the employee for increased responsibility
- 3.) Possibly lead to job promotion

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 23, 2009 to January 22, 2010.

1) Employment Unit: LIN Television-Buffalo NY

2) Unit Members (Stations and Communities of License): WIVB, Buffalo, New York
WNLO, Buffalo, New York

EEO Contact Information for Unit Member:

Mailing Address: 2077 Elmwood Avenue Buffalo, New York, 14207	Telephone Number: 716-879-4950
	Contact Person: Melvin Jelks
	E-mail Address: Melvin.jelks@wivb.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Internet Sales Director	TVJobs.com
2. News Producer	WIVB.com & TVJobs.com
3. Internet Account Executive	TVJobs.com & Buffalo News
4. St. Account Executive	TVJobs.com & Buffalo News
5. St. Account Executive	TVJobs.com & Buffalo News
6. Business Administrator	TVJobs.com & Buffalo News
7. St. Account Executive	Buffalonews.com
8. St. Account Executive	WIVB.com
9. News Producer	TVJobs.com

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5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Buffalo News Newspaper/Buffalonews.com	Meg Black	mblack@buffnews.com One News Plaza PO Box 14240 716-849-4035	16	NO	3-5, 7, 8
WIVB.com/WNLO.com	Chris Woodard	Chris.woodard@wivb.com	5	NO	2, 9
TV Jobs	Angela Myles	www.tvjobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	2	NO	ALL
Internal Job Posting	Angela Myles	Angela.myles@wivb.com 2077 Elmwood Avenue Buffalo, NY 14207	0	NO	All
NABET Local 25	Jay Lauder	www.nabet.com	0	NO	2, 9
Walk-in		2077 Elmwood Ave. Buffalo, NY 14207	5	NO	ALL
Employee Referrals			14	NO	ALL

Stations WIVB & WNLO are Opportunity Employers.

6) Total # of Interviewees Referred: For the period from January 23, 2009 to January 22, 2010 this Employment Unit interviewed 45 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Attended Job Fairs

The Employment Unit attended two (2) Job Fairs and participated in one On-Line Job Fair in 2009. Medaille College- 4/22/09 and 11/13/09 Job Fairs & Career Days; attended by Angela Myles and GM Chris Musial who has substantial responsibility in hiring decisions. Met with students, graduates, and public regarding open positions and TV Media related opportunities. Accepted resumes, handed out applications for employment as well as Internships.

NYS Broadcasters CareerFair.com – Year long initiative allowing viewers and listeners a chance to post their resumes, and apply for jobs posted in our “booth” that NYS Broadcasters Association set up for us on the official NYSBA web site. NYSBA also shares with us resumes that are posted in our region throughout this year long, continuing event/effort. General Manager and Department Heads review the resumes that are posted on-line and received at the station(s), all who have substantial responsibility in hiring decisions. Those people include: Chris Musial-General Manager, Joe Schlaerth-News Director, Ed Bassler-Director of Sales, Dennis Majewicz-Director of Engineering, Dan Meyers-Promotions Director, and Chris Woodard-Internet Director.

(b) Initiative: Internships

The employment unit hosted six (6) Interns in the News Department this past year. Our interns this year came from: Medaille College, Canisius College, Buffalo State College & Savannah School of Design and Art. The internships last an entire semester and the full time students receive full academic credit.

(c) Initiative: Scholarship Program

The station employment unit participates in LIN TV’s Minority Scholar Program. WIVB as well as WNLO advertises the program which awards a two year scholarship to ambitious students who are pursuing a wide spectrum of goals in or relating to broadcast television and digital media, ranging from producing and engineering to broadcast journalism, community affairs and sales. Students are selected to receive the Minority Scholarship because of their academic achievement, their passion for broadcasting and their desire to contribute to the overall advancement of the industry.

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The station full-time employees are eligible for TAP after completion of 6 months of employment. TAP is offered to employees for courses that:

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