

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2011 - January 31, 2012

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales – Account Executive	15, 24, 26	24
Sales – Account Executive	15, 24, 26	24
Television Multimedia Technician	1-2, 5-14, 18-20, 22-26, 28	9
Reporter/Anchor	1-3, 5-8, 10-14, 18-20, 22-26, 28	23
Producer	1-2, 4-8, 10-14, 16-28	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Cultural Center 350 Masten Ave Buffalo, New York 14209 Phone : (716) 884 2013 Url : http://www.africancultural.org Email : aacc@wzrd.com Fax : 1-716-885-2590 Alicia Banner	N	0
2	America's Job Exchange (New York) 400 Minuteman Road Andover, Massachusetts Phone : 1(866) 926-6284 Url : http://www.americasjobexchange.com/NY Email : Fax : Manual posting Rathin Sinha	N	0
3	Bell Talent, Inc.	N	1
4	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : 1-410-662-0816 Director of Placement n/a	N	0
5	Buffalo Branch NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : (716) 884-7242 Url : http://www.apollo3.com/naacp/ Email : naacp@apollo3.com Fax : 1-716-884-7243 Madeline Scott	N	0
6	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : (716) 250-2400 Url : http://www.buffalourbanleague.org/ Email : Fax : 1-716-854-8960 Brenda McDuffie	N	0

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7	BuffaloNiagaraJobs.com 665 Main Street Buffalo, New York 14203 Phone : 1-800-916-9073 Url : http://buffaloniagara.org/Home/OurRegion/GrowYourC Email : Fax : Manual posting Lisa Roy	N	0
8	Community Action Organization of Erie County (CAO) 70 Harvard Pl Buffalo, New York 14209 Phone : (716) 881-5150 Url : http://www.caoec.org/ Email : sbrown@caoec.org Fax : 1-716-881-2927 Sjunseeearn Brown	N	0
9	Employee Referral	N	1
10	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Email : Fax : 1-716-856-9617 Candis Colon	N	0
11	JobSpider.com New York Phone : Url : http://www.jobspider.com/ Email : Fax : Manual posting Chris McGarry	N	0
12	LIN Media One West Exchange Street Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com/contact-us/careers.php Email : WIVB_WNLO_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	0

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13	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284 5589 Url : http://www.media-match.com/usa/ Email : Fax : Manual posting Tammy Romaniuk	N	1
14	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
15	Monster 5 Clock Tower Place, Suite 500 Maynard, Massachusetts 01754 Phone : 716-879-4950 Url : www.monster.com Email : Fax : Manual posting Melvin Jelks	N	0
16	National Association of Broadcasters 1771 N St NW Washington , District of Columbia 20036 Phone : 202-429-5428 Url : http://www.nab.org/ Email : rsultana@nab.org Fax : 1-202-429-3930 Rumana Sultana	N	0
17	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Email : Fax : 402-472-8675	N	0

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18	Native American Community Services of Erie & Niagara Counties, Inc. 1905 Pine Ave Niagara Falls, New York 14301 Phone : (716) 874-2797 Url : http://www.nacswny.org/ Email : tporter@nacswny.org 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 : http://nysbroadcasters.org/ Email : sandy@nysbroadcasters.org Fax : 1-518-456-8943 Sandy Messineo	N	0
20	Northwest Buffalo Community Center 155 Lawn Ave Buffalo, New York 14207 Phone : (716) 876-8108 Url : http://www.nwbccinc.org/index.html Email : seboyd51@msn.com Fax : 1-716-876-5048 Susan Boyd	N	0
21	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Email : Fax : 1-410-544-4640 Office Manager Office Manger	N	0
22	The Buffalo Employment and Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : (716) 856-5627 Url : http://www.workforcebuffalo.org/default.asp Email : Fax : 1-716-856-5670 Tami Hollie-Mcgee	N	0

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23	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	9
24	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Email : Fax : Manual posting Melvin Jelks	N	18
25	WNY Association of College Career Centers 18 Agassiz Circle Buffalo, New York 14214 Phone : (716) 880-2145 Url : http://www.wnyaccc.org/home.aspx Email : wp9@buffalo.edu Fax : 1--- Ron Beiter	N	0
26	WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone : (716) 648-5627 Url : http://www.wnyjobs.com/ Email : Fax : Manual posting Joe Rindfuss	N	2
27	Word of Mouth	N	1
28	YMCA Buffalo/Niagara 301 Cayuga Rd Cheektowaga, New York 14225 Phone : (716) 565-6000 Url : http://www.ymcabuffaloniagara.org/ Email : Fax : 1-716-565-6007 Penny Snell	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/1/2011	Participation in scholarship programs	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. This initiative takes place all year round.	10		1.00
2	2/1/2011	Establishment of an intern program designed to assist members of the community	The employment unit hosted seven (7) Interns in the News Department, one (1) in the Marketing Department, and one (1) in the Business Office this past year. Our interns this year came from: Medaille College, Canisius College, and Buffalo State College. The internships last an entire semester and the full time students receive full academic credit. This initiative takes place all year round.	15		1.00

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3	2/1/2011	Participation in job banks, internet programs and other programs designed to promote outreach	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.	1		1.00
4	5/10/2011	Establishment of training programs for station personnel	The station employment unit participates in LIN TV's BA Summit. The summit is designed to create a professional HR team for LIN that can contribute to achieving both strategic business objectives and supporting TV stations and digital media operations.	1		1.00
5	12/2/2011	Participation in events or programs sponsored by educational institutions	Employee spoke to several groups of high school students who have expressed an interest in the industry. Students were informally lectured on what the profession is really about, what it takes to be successful, and how they need to prepare for success in the industry and in life.	1		0.25

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6	1/20/2012	Establishment of a mentoring program	<p>The station full-time employees are eligible for Tuition Assistance Program (TAP) after completion of 6 months of employment. TAP is offered to employees for courses that:</p> <p>This initiative takes place all year round.</p> <p>1.) Maintains or enhances an employee's overall job performance 2.) Qualify the employee for increased responsibility 3.) Possibly lead to job promotion</p>	1		1.00
TOTAL POINTS OVER REPORTING PERIOD:						5.25