

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2013 - January 31, 2014

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
Production/Promotions Videographer-Editor	2, 5-8, 16, 20-21, 23-24, 26-29, 31, 36-39, 41-44	41
Promotions/Marketing Director	1-2, 4-8, 16-17, 20-21, 23-24, 26-29, 31, 36-39, 41-44	43
Digital Account Executive	2-8, 16, 20-24, 26-29, 31-32, 36-39, 41-44	22
Sales – Account Executive	2, 4-8, 12, 16-17, 20-21, 23-24, 26-29, 31, 36-39, 41-44	12
Sales – Account Executive	2, 4-8, 16, 20-21, 23-24, 26-29, 31, 35-39, 41-44	35
Sales – Account Executive	2, 4-8, 16, 20-21, 23-24, 26-29, 31, 35-39, 41-44	35
Sales – Account Executive	2, 5-8, 12-14, 16, 20-21, 23-24, 26-29, 31, 34, 36-39, 41-44	12
Sales – Account Executive	2, 5-8, 12-14, 16, 20-21, 23-24, 26-29, 31, 34, 36-39, 41-44	14
Meteorologist	2, 5-8, 12, 16, 20-21, 23-24, 26-29, 31, 35-39, 41-44	41
Assignment Editor	2, 5-8, 12, 15-16, 20-21, 23-24, 26-29, 31, 36-39, 41-44	41
Anchor/Reporter	2, 5-9, 16-18, 20-21, 23-24, 26-29, 31, 33, 35-39, 41-44	33
Anchor/Reporter	2, 5-9, 16-18, 20-21, 23-24, 26-29, 31, 33, 35-39, 41-44	18
Investigative Producer	1-2, 5-8, 12, 16, 19-21, 23-24, 26-29, 31, 36-39, 41-44	19
Morning Show Producer	2, 5-8, 11, 15-18, 20-21, 23-24, 26, 28-29, 31, 36-43	41
Morning Show Producer	2, 5-8, 11, 15-18, 20-21, 23-24, 26, 28-29, 31, 36-43	11
Topical Producer/Videographer/Editor	2, 5-8, 15-16, 18, 20-21, 23-24, 26, 28-29, 31, 35-43	35
Photojournalist	2, 5-8, 12, 16, 20-21, 23-24, 26, 28-29, 31, 36-43	23
Photojournalist	2, 5-8, 12, 16, 20-21, 23-24, 26, 28-29, 31, 36-43	23
Chief Engineer	2, 5-8, 10, 16, 18, 20-21, 23-26, 28-31, 36-42	18
News Producer	2, 5-8, 12, 16, 20-24, 26, 28-29, 31, 36-42	41
News Producer	2, 5-8, 12, 16, 20-24, 26, 28-29, 31, 36-42	12

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina Phone : 919-217-4438 Url : www.602communications.com Career Listing Manual Posting	N	0
2	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
3	Birschbach Media Sales & Marketing DBA MediaRecruiter.com 9457 So. University #303 Highlands Ranch, Colorado Phone : 303-400-5150 Url : www.mediarecruiter.com Career Listings Manual Posting	N	0
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : (716) 250-2400 Url : http://www.buffalourbanleague.org/ Fax : 1-716-854-8960 Brenda McDuffie	N	0
7	BuffaloNiagaraJobs.com 665 Main Street Buffalo, New York 14203 Phone : 1-800-916-9073 Url : http://buffaloniagara.org/Home/OurRegion/GrowYourC Lisa Roy Manual Posting	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 Sjunseeagn Brown	N	0
9	Consultant Referral	N	1
10	Corporate Office	N	1
11	Current Intern	N	1
12	Employee Referral	N	9
13	Former Employee	N	1
14	Former Employee Referral	N	1
15	Former Intern	N	4
16	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0
17	Indeed.com	N	7
18	Internal Candidate	N	5

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19	Investigative Reporters and Editors, Inc 141 Neff Annex Columbia, Missouri Phone : 573-882-2042 Url : www.ire.org Career Listing Manual Posting	N	1
20	JobSpider.com New York Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0
21	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 Claudia Balcewicz	N	0
22	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	2
23	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284 5589 Url : http://www.media-match.com/usa/ Tammy Romaniuk Manual Posting	N	21
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland Phone : 301-405-0248 Url : www.nabj.org Career Listing Manual Posting	N	0
26	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
27	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone : 402-472-3522 Fax : 402-472-8675	N	0
28	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
29	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
30	Newschedkmedia, LLC 238 Crosshill Road Wynnewood, Pennsylvania Phone : 800-672-1423 Career Listing Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	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
32	Phone Inquiry	N	1
33	Previous Applicant	N	1
34	Self Referral	N	1
35	Station Website	N	8
36	Syracuse University 210 Steele Hall Syracuse, New York 13244 Email : hrrses@syr.edu Fax : 1-315-443-2268 Student Employment Services N/A	N	0
37	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
38	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 Fax : 1-716-856-5670 Tami Hollie-Mcgee	N	0
39	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	3

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40	Vision Maker Media 1800 N. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3522 Email : Visionmaker@unl.edu Rachel Danay	N	0
41	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Melvin Jelks Manual Posting	N	21
42	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 Ron Beiter	N	0
43	WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone : (716) 648-5627 Url : http://www.wnyjobs.com/ Joe Rindfuss Manual Posting	N	4
44	YMCA Buffalo/Niagara 301 Cayuga Rd Cheektowaga, New York 14225 Phone : (716) 565-6000 Url : http://www.ymcabuffaloniagara.org/ Fax : 1-716-565-6007 Penny Snell	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			93

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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	4/11/2013	Provision of training to management	The station hiring managers participated in a training for EEO Compliance provided by Broadcast1Source held on April 11, 2013 and attended by Chris Anchin, Chris Musial, Joe Schlaerth, Dennis Majewicz, Chris Woodard and Ed Bassler all who have responsibility in the hiring process. The training focused on the accuracy in the details of recruiting source lists, required information for job vacancies, choosing appropriate recruitment sources for interviewees and accuracy in reporting the details of all Supplemental Outreach activities.	6	General Manager/President News Director Chief of Engineering Director of Sales	1.00
2	4/11/2013	Participation in events or programs sponsored by educational institutions	Director of Sales participated in the Professional Roundtable Conversations held at Buffalo State College and sponsored by the Communication Department and the Alumni Association. This is an open discussion with 5 other professionals in the field of communications and business. Topics included: "How to use your degree to acquire your dream job" and "What can set you apart in a difficult job market."	1	Director of Sales	0.25
3	9/1/2013	Listing of each upper-level category opening in a job bank or newsletter	In recruiting for the position of Chief Engineer, the position was posted on the National Association of Black Journalists.	1		1.00
4	11/6/2013	Participation in Job Fairs	The Station-WIVB/WNLO participated at a Job Fair on 11/6/2013 at Niagara County Community College, attended by Business/HR Administrator Chris Anchin and Internet Director, Chris Woodard, who has a responsibility in the hiring process. Met with students and graduates regarding open positions and TV Media related opportunities. Accepted Resumes and handed out applications for employment and internship opportunities.	2	Business Administrator Internet Director	0.25

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5	12/18/2013	Establishment of an intern program designed to assist members of the community	The employment unit hosted nine (9) Interns in the News Department, one (1) in the Sales/Marketing Department, and one (3) in the Promotions/Production Department this past year. Our interns this year came from: Medaille College, Syracuse University, University at Buffalo, SUNY Geneseo 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.	10		1.00
6	1/15/2014	Participation in Job Fairs	The Station-WIVB/WNLO participated the Jobsaplooza Job Fair on 1/15/2014 , attended by Business/HR Administrator Chris Anchin and Director of Promtions/Marketing Dom Nardo, who has a responsibility in the hiring process. Met with potential candidates regarding open positions and TV Media related opportunities. Accepted Resumes and handed out applications for employment and internship opportunities.	1	Business/HR Administrator Promotions Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.75