

#### April 4, 2013

#### **VIA OVERNIGHT COURIER**

EEO Staff
Policy Division, Media Bureau
Federal Communications Commission
445 12<sup>th</sup> Street, S.W.
Washington, DC 20554

**Re:** Television Station WNLO(TV)

**Buffalo, New York** Facility ID No. 71905

Dear Sir or Madam:

WIVB Broadcasting, LLC ("LIN"), licensee of Station WNLO(TV), Buffalo, New York, hereby provides the information requested by the Federal Communications Commission in a letter dated February 26, 2013, from the Media Bureau (the "EEO Audit Letter"). This response is timely filed. A stamp and return copy of this letter is attached and we respectfully request that it be returned to us in the self-addressed envelope with the appropriate timestamp.

As requested in the EEO Audit Letter, LIN provides information for the applicable Station Employment Unit, which consists of WNLO and WIVB-TV, Buffalo, New York, Facility ID No. 7780 (collectively, the "Stations" or the "Employment Unit" or "Unit"):

In making this response, LIN relied upon an examination of its files and records and due inquiry of current employees who are knowledgeable of employment-related issues at the Employment Unit. The responses below correspond to paragraphs as they are set forth in the EEO Audio Letter.

### Paragraph 3: Audit Data Requested

#### Paragraph 3(a):

The Employment Unit's two most recent EEO Public File Reports are attached hereto as <u>Attachment A</u>.

The Employment Unit maintains the following websites: WIVB.com and CW23.com. The most recent EEO report can be found by a link in each website's "About Us" section. *See*, <a href="http://www.cw23.com/subindex/about\_us">http://www.cw23.com/subindex/about\_us</a> and <a href="http://www.wivb.com/subindex/About\_Us">http://www.wivb.com/subindex/About\_Us</a>.

As described further below, Attachment C provides the date of hire of each position referenced on the last two annual EEO public file reports.

#### Paragraph 3(b):

During the period covered by the EEO Public File Reports, the Employment Unit filled 18 vacancies. Copies of notifications, postings and advertisements (collectively, "notifications") announcing the full-time positions filled during the period covered by the two most recent EEO Public File Reports are attached hereto as Attachment B.

The notifications sent to recruitment sources are organized by vacancy and generally appear in the order set forth in the EEO Public File Reports. In this period, the Employment Unit did not receive requests to receive job notifications – as described in §73.2080(c)(1)(ii) – from local organizations.

#### Paragraph 3(c):

The total number of interviewees for each full-time vacancy and the referral source for each such interviewee during the period covered by the EEO Public File Reports are attached hereto as Attachment C.

## Paragraph 3(d):

As of the date of this response, the Employment Unit employed more than ten full-time employees and is located in a market with more than 250,000 people. The Employment Unit therefore must complete four long-term initiatives in each two year period.

The EEO Public File Reports located in Attachment A describe the Employment Unit's long-term initiatives. The backup for two of these initiatives is located in Attachment D.

#### Paragraph 3(e):

There have been no complaints filed during the Employment Unit's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Employment Unit on the basis of race, color, religion, national origin or sex.

#### Paragraph 3(f):

The Employment Unit's General Manager has ultimate responsibility for ensuring that the Employment Unit's EEO policy is followed for each vacancy. The Employment Unit also has an EEO Coordinator, Chris Anchin, who works with appropriate managers when a vacancy occurs to ensure that the Unit's EEO policy, including all proper

recruitment procedures, is followed. Upon completion of the recruitment process, the EEO Coordinator advises the General Manager that all requirements have been met and that the vacancy can be filled.

The EEO Coordinator's responsibilities also include widely disseminating information for each full-time vacancy, ensuring the Stations fulfill all supplemental recruitment initiatives over each two-year period, keeping accurate recruitment and hiring records, preparing the Employment Unit's annual EEO Public File Report, and conducting annual self-assessment of recruitment efforts at the Stations.

The Employment Unit informs job applicants that it is an equal opportunity employer. Newly hired employees are given information regarding the Employment Unit's EEO policy during their training orientation. These new employees receive the LIN No Harassment Policy. Employees also receive revised copies of this policy when it is revised. Employees have continuous access to the LIN No Harassment Policy, which includes the Employment Unit's EEO policies, at anytime via the LIN online intranet site. Notice to employees of key employment rights, including instructions about how to submit a discrimination claim, is conspicuously posted on the Employment Unit's employee bulletin board. In addition to these measures, all management-level employees, the EEO Coordinator, the Corporate Vice President of Human Resources and the General Manager are available to discuss the Employment Unit's EEO policies at any time with job applicants and employees.

## Paragraph 3(g):

In response to the Employment Unit's review of recruitment practices in the Internet age, the Employment Unit began using the Broadcast1Source system. The Broadcast1Source system allows the Employment Unit to contact "brick and mortar" organizations with job postings in an efficient electronic manner. The Employment Unit was also able to address concerns with "bounce back" e-mail correspondence using the Broadcast1Source system.

Furthermore, the Broadcast1Source system enables the Employment Unit to regularly track and audit EEO data in a real-time manner. In addition, the General Manager and EEO Coordinator have recently instructed hiring managers on the FCC's EEO policies to be sure that hiring managers understand the requirements of the FCC's EEO policies.

Early in the use of the Broadcast1Source system, the former EEO Coordinator improperly failed to use the default sources for several positions. Upon discovery by LIN's corporate staff using Broadcast1Source's resources, this issue was remedied and the Employment Unit used a broader range of default sources on a going forward basis.

After the departure of the former EEO Coordinator and in preparation for this EEO Audit Response, the General Manager determined that the Employment Unit had not been using the Broadcast1Source system to its fullest capabilities and that the

Employment Unit's workflow for recruitment could be stronger, especially with regard to "self report" documentation in the Broadcast1Source system. As a result, the General Manager mandated that each department head and the new EEO Coordinator attend training provided by Broadcast1Source on the appropriate use of the system.

## Paragraph 3(h):

For each job hire and promotion at the Employment Unit, the applicable pay rate or pay increase is reviewed and approved by at least two levels of management. Pay rates, benefits, promotions, seniority practices and selection techniques are reviewed annually by the General Manager and department heads and decisions are made based on performance without regard to race, color, religion, national origin or sex to assure equal opportunity and the absence of discriminatory effect. In promotion situations, all candidates are evaluated equally based on their qualifications and the requirements of the position. Outside candidates applying for positions with the Employment Unit are evaluated in the same manner. LIN's Vice President of Human Relations, in consultation with other members of the LIN management team, regularly reviews the company's pay rates, benefits, promotions, seniority practices and selection techniques independent of the General Manager's local review.

The stations, assisted by corporate headquarters, work with unions to prevent nondiscrimination in employment practices and to include in the labor agreements (currently with AFTRA and NEBET-CWA, AFL-CIO) an effective nondiscrimination clause.

#### Paragraph 3(i):

LIN is not a religious broadcaster; therefore this paragraph is not applicable.

#### Paragraph 4:

None of the Stations comprising the Employment Unit is being brokered by another company.

Should any questions arise regarding this information, please contact the undersigned by telephone at 401-457-9525 or e-mail at Joshua.Pila@linmedia.com.

Respectfully submitted,

WIVB Broadcasting, LLC

By:

Joshua N. Pila, Esq.

Senior Counsel and

Assistant Secretary, Managing Member

## ATTACHMENT A

Annual EEO Reports

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# WIVB, WNLO - Amended 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, 4-6, 8-14, 18-20, 22-26, 28	9
Reporter/Anchor	1-2, 4-8, 10-14, 18-20, 22-26, 28	23
Producer	1, 3-6, 8, 10-14, 16-28	24

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2011 - January 31, 2012

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	Bell Talent, Inc.	N	1
3	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
4	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
5	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
6	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

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2011 - January 31, 2012

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Call In	N	2
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 Sjunseeargn 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
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.

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2011 - January 31, 2012

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2011 - January 31, 2012

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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	

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2011 - January 31, 2012

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	19
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

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2011 - January 31, 2012

## 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	Establishment of training programs for station personnel	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 awide spectrum of goals in or relating to broadcast television and digital media, ranging from producing and engineeringto 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		The employment unit hosted seven (7) 15 1.00 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.	9		1.00
3	2/1/2011		The station full-time employees are 1 1.00 eligible for Tuition Assistance Program (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	1		1.00
4	5/10/2011	training programs for station personnel	The station employment unit 1 1.00 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

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2011 - January 31, 2012

## III. RECRUITMENT INITIATIVES

Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
		TOTAL POINTS OV	ER REPOR	TING PERIOD:	4.00

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2012 - January 31, 2013

## 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	
Reporter/Anchor	1-2, 4-8, 11, 16-17, 19-20, 23-25, 30-35	7	
Reporter/Anchor	1-2, 4-8, 11, 16-17, 19-20, 23-25, 30-35	31	
Reporter/Anchor	1-2, 4-8, 11, 16-17, 19-20, 23-25, 30-35	7	
Local Sales Manager	1, 3-5, 8, 11, 17, 20-26, 28-35	32	
Sports Anchor/Reporter	1, 3-6, 8-9, 11-13, 16-17, 19-26, 28-35	12	
Sports Anchor/Reporter	1, 3-6, 8-9, 11-13, 16-17, 19-26, 28-35	32	
News Photojournalist/Editor	1, 3-6, 8-11, 16-25, 28-35	9	
News Producer	1, 3-6, 8, 11-17, 19-25, 28-35	12	
News Producer	1, 3-6, 8, 11-17, 19-25, 28-35	32	
News Producer	1, 3-6, 8, 11-17, 19-25, 28-35	14	
Anchor Reporter	1, 3-5, 7-8, 11-12, 17, 20-33, 35	12	
Assignment Editor	1, 3-5, 8-9, 11, 17, 20-25, 28-33, 35	9	
Business Administrator	1, 3-5, 8, 11-12, 17, 20-25, 28-31, 33- 35	12	

Due to user error, sources 16 and 19 were inadvertently included in this report, but were not contacted and therefore, should be disregarded.

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2012 - January 31, 2013

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	Bell Talent, Inc.	N	1
3	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
4	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
5	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
6	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

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

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RS Number	RS Information	Source Entitled to Vacancy Notification? `(Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Call In	N	3
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 Sjunseeargn Brown	N	0
9	Employee Referral	N	6
10	Former Intern	N	2
11	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
12	Indeed.com	N	8
13	Internet Ad	N	2 .
14	Internship Program	N	1
15	Job posting on internet	N	1
16	JobSpider.com New York Phone: Url: http://www.jobspider.com/ Email: Fax: Manual posting Chris McGarry	N	0
17	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
18	Linked In	N	1

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2012 - January 31, 2013

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	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	2
20	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
21	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
22	Native American Broadcasting Consortium P.O. Box 83111 Lincoln, Louisiana 68501 Phone: 402-472-3522 Email: Fax: 402-472-8675	N	0
23	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

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2012 - January 31, 2013

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewee Referred by RS Over Reporting Period
24	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
25	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
26	Other Source	N	6
27	Station Website	N	1
28	Syracuse University 210 Steele Hall Syracuse, New York 13244 Phone: Email: hrses@syr.edu Fax: 1-315-443-2268 Student Employment Services N/A	N	0
29	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
30	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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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2012 - January 31, 2013

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewee Referred by RS Over Reporting Period
31	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	13
32	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	14
33	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
34	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	8
35	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

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# WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2012 - January 31, 2013

## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
	2/1/2012	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	10		1.00
2	2/1/2012	Establishment of an intern program designed to assist members of the community	initiative takes place all year round.  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 Departmentthis past year. Our interns this year came from: Medaille College, Syacuse 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.	13		1.00
3	2/1/2012		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:  This initiative takes place all year round.  1.) Maintains or enhances an employee's overall job performance 2.) Qualify the employee for increased responsibility 3.) Possibly lead to job promotion	1		1.00

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## WIVB, WNLO - Amended EEO PUBLIC FILE REPORT

February 1, 2012 - January 31, 2013

# III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	4/18/2012	Participation in Job Fairs	The Employment Unit attended one (1) Job Fair in 2012: Medaille College on April 18, 2012, attended by Business/HR Administrator Melvin M. Jelks III who has responsibility in the hiring process. Met with students, graduates and the general public regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internships opportunities.	1		0.25
5	5/8/2012		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. LINTV News and Digital Directors Summit, designed to create a professional news content and Digital Team for LIN that can contribute to achieving both strategic business opjectives and supporting TV stations and digital media operations. The station participates in the annual NYSBA 2 week Account Executive Training that provides continuing education for the Sales Account Executives.	4		1.00

TOTAL POINTS OVER REPORTING PERIOD: |4.25

## ATTACHMENT B

Recruitment Documentation

**rage:** 1/3

# Buffalo,NY Job Details Report

**Γitle: Sales – Account Executive** 

Date Posted: 11/23/2010

**Closing Date: 6/30/2011** 

Date	Agency Name	E-Mail	Fax #	Status	User Name
11/23/2010	Monster	contact@broadcast1source.com	1	SUCCESS	Melvin Jelks
1/23/2010	WNYJobs.com/Newspaper	contact@broadcast1source.com	1	SUCCESS	Melvin Jelks

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JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# **INVOICE**

ICE

Bill To:

WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207

Falls, New York and we are grow

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Melvin Jelks

**Issue Date:** 

5/20/11

Invoice No.:

00108253

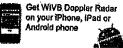
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#### **Sales Account Executive**

Updated: Fridey, 11 Jan 2013, 3:25 PM EST Published : Fridey, 29 Jan 2010, 12:17 PM EST

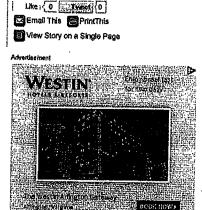
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Candidate must possess strong presentation skills as well as the ability to create new business, including non-traditional advertisers. Must be a creative thinker and problem solver.

A strong knowledge of Excel, Word and PowerPoint preferred.

Send resume and cover letter to Human Resources WIVE-TV 2077 Elmwood Avenue, Buffalo NY 14207 or fax to (716) 879-4889@ or email to salesjobs@wivb.com. EOE



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# Account Executive Sob Summary

About the Job

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possess strong presentation skills as well as the ability to create new business, including non-traditional advertisers. Must be a creative thinker and problem solver. A strong knowledge of Excel, Word and PowerPoint preferred. Send resume and cover letter to Dave Gillen WIVB-TV 2077 Elmwood Avenne, Buffalo NY 14207 or fax to (716) 879-4889 or email to salesiobs@wivb.com. EOE Earn the income you deserve. WIVB-TV Buffalo's #1 TV Station AND WNLO CW23 is seeking an experienced sales professional who is a self-starter with a minimum of 2 years media sales or outside sales experience. Candidate must

Telecommunications

Industries

Location Buffalo, NY 14207

\$25,000.00 - \$50,000.00

Career Level Experienced (Non-Manager)

Years of experience 1+ to 2 Years

**■** Employee Full Time

Job Type Services

Education Level Bachelor's Degree

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JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# **INVOICE**



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WIVB-TV
2077 Elmwood Ave.
Buffalo, NY 14207

Melvin Jelks

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**Issue Date:** 

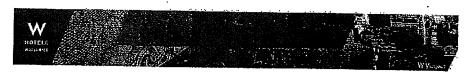
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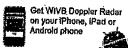
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Updated: Friday, 11 Jan 2013, 3:25 PM EST Published : Friday, 29 Jan 2010, 12:17 PM EST

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A strong knowledge of Excel, Word and PowerPoint

Send resume and cover letter to Human Resources WIVB-TV 2077 Elmwood Avenue, Buffalo NY 14207 or fax to (716) 879-4889 or email to salesjobs@wivb.com. EOE







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Account Executive

Job Summary

About the Job

Company

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elecommunications

Industries Services Job Type

Burfalo, NY 14207

Salary \$25,000.00 - \$50,000.00/

Experienced (Non-Manager)

Years of experience

\* Employee Full Time 1+ to 2 Years

Education Level Bachelor's Degree Career Level

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Job Notification Details Report

From: Buffalo, NY

Page: 28/55

#### Job Notification details between 2/1/2011 to 1/31/2013

Date: 3/22/2013

## Television Multimedia Technician (Broadcast1Source tracking number 16071)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

#### All recruiting agencies listed in the report below

Sent On: 09/24/2012

Job Notification from Broadcast1Source Subject:

From: contact@broadcast1source.com

E-Mail: chris.anchin@wivb.com

Title: Television Multimedia Technician

#### **Experience:**

At least 1 year.

#### Requirements:

See above.

#### **Description:**

Candidate will be required to operate television studio equipment, ENG cameras, non-linear editing equipment, routers, and ENG/SNG tune-in equipment. Strong electronic and computer skills are necessary along with a willingness to learn other equipment such as control room automation and robotic camera operation. The position involves working with a technical crew as well as on air talent for both live and recorded television productions.

#### **Additional Information:**

#### Contact:

No phone calls.Equal Opportunity Employer.Send cover letter, resume and DVD to:careers@wivb.comOrHuman ResourcesWIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

## Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/24/2012	Syracuse University	1	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu

Job Notification Details Report

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 29/55

## Job Notification details between 2/1/2011 to 1/31/2013

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
9/24/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
9/24/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
9/24/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
9/24/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
9/24/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
9/24/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
9/24/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
9/24/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
9/24/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
9/24/2012	Native American Broadcasting Consortium	No		402-472-8675	
9/24/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
9/24/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
9/24/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
9/24/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
9/24/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
9/24/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org
9/24/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
9/24/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com



JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# **INVOICE**

WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207

> **Human Resources** WIVB-TV

2077 Elmwood Avenue

Melvin Jelks

Issue Date:

9/28/12

Invoice No.: 00120787

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648- IOBS (5627)

Melvin Jelks	716-648-JOBS (5627)			
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has an immediate opening/for the				
position of Television Technician:				
Candidate will be required to operate				
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and ENG/SNG turle-in equipment.  Strong electronic and computer				
skills are necessary along with a				
willingness to learn other equipment			j	
such as control room automation				
and robotic camera operation. The				
position involves working with a				
technical crew as well as on air talent				•
for both live and recorded television	Extended the control of the control	•		• • • •
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Send resume and cover letter to:	`	BAL, D	UE	\$165.00
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# **INVOICE**

ВШТ**о**г

WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207

Melvin Jelks

Human Resources
WIVB-TV
077 Elimwood Avenue

Issue Date:

2/11/11

Invoice No.:

00105766

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)

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		ittel: Speciaturity Employer and sover letter; resume grad DVD to:	**************************************	BAL: D	UE	\$165.00	
		careers@wivb.com					

From: Buffalo, NY

**Date:** 3/22/2013

**Page:** 54/55

## Job Notification details between 2/1/2011 to 1/31/2013

# Reporter/Anchor (Broadcast1Source tracking number 9052)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

**Sent On:** 02/17/2011

Subject: Job Notification from Broadcast1 Source

From: contact@broadcast1source.com

E-Mail: chris.anchin@wivb.com

Title: Reporter/Anchor

**Experience:** 

See above.

Requirements:

See above.

#### **Description:**

Western New York's dominant News team is looking for a talented and energetic Anchor/Reporter that can write, copyedit and present news coverage with ease and comfort. This Candidate must have a strong and consistent on camera performance, exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Candidate must have a solid 2 years of on-air TV News experience, excellent communication and interpersonal skills as well as the ability to identify problems and develop solutions. If you have great on-air presence and you know news...LIN Media's WIVB-TV in Buffalo wants to hear from you.

### **Additional Information:**

### **Contact:**

No phone calls. Equal Opportunity Employer.Send cover letter, resume and DVD to:careers@wivb.comOrHuman Resources WIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification	Agency Name	Prong2	Nama	Notification By Fax	Notification Dr
riouncation	Agency Name	i rong∡	Maine	Moducation by rax	Profitication by
Date				·	Email
Date					<b>Email</b>

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 55/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/22/2011	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
2/22/2011	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
2/22/2011	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
2/22/2011	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
2/22/2011	New York State Broadcasters Association	No	Sandy Messineo	1-518-456-8943	sandy@nysbroadcaste rs.org
2/22/2011	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
2/22/2011	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
2/22/2011	WNYJobs.com	No	Joe Rindfuss	1	contact@broadcast1so urce.com
2/22/2011	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
2/22/2011	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
2/22/2011	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
2/22/2011	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	thollie- mcgee@wdcinc.org
2/22/2011	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
2/22/2011	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
2/22/2011	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
2/22/2011	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
2/22/2011	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
2/22/2011	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
2/22/2011	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.



# **INVOICE**

WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207

Issue Date:

2/25/11

Invoice No.:

00106127

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)

'Employer M/F/D/V

# Reporter/Anchor

. Western New York's dominant News team is looking for a talented and energence Anchor/Reporter that can write copy all and present news coverage with ease and comfort

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If you have great on air presence and you know news. LIN Media's WIVE-TV in Buffalo wants to hear from you

No phone calls. Equal Opportunity Employers

Send cover letter, resume

and DVD to: careers@wivb.com Or

Human Researces

2077 Elmwood Avenue Buffalo, NY 14207

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You must enloy reporting as much as your time behind the deak.  Candidate must have a solid 3 years of on-air TV News experient communication and impersonal skills, the ability to identify problems and develop solutions.  If you have great on-air presence and you know news LIN Media's MINB-IX in Buffalo wants to hear from you.  No phone calls. Equal Opportunity Employer.  Eatreet sets who common the management of the problems of the proble	You must deliver a strong and consistent on camera performance and show exceptional news judgment and inconfector of local and national current events.	Sobrational test topical for the contraction and paralleller	
Candidate must have a solid 3 years of on-air TV News experience, excellent communication and interpersonal skills, the ability to identify problems and develop solutions.  If you have great on-air presence and you know news LIN Media's WIVE.IX in Buffalo wants to hear from you.  No phone calls. Equal Opportunity Employer.  Earcetes/Gride.com  Earcetes/Gride.co	You must enjoy reporting as much as your time behind the desk		
If you have great on-air presence and you know news LIN Media's MANG-LY in Buffaio wants to hear from you.  No phone calls. Equal Opportunity Employer.  Ratest estandard committee and committee a	Candidate must have a solid 3 years of on-air TV News experience, excellent communication and impressional skills, the ability to identify problems and develop solutions.		
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Home» Jobs Board» Anchor/Reporter



- · Add to favorites
- View company profile
- · Apply for this position

Сотралу:

**WIVB/WNLO-TV** 

Job posted on:

10/15/10

City, State:

Buffalo, NY

Salary:

not provided

**Duration:** 

not provided

Website:

www.wivb.com

Share:



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Tweet (0

### About the Job

Western New York's dominant News team is looking for a talented and energetic Anchor/Reporter that can write, copy-edit and present news coverage with ease and comfort.

This Candidate must have a strong and consistent on camera performance, exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Candidate must have a solid 3 years of on-air TV News experience, excellent communication and interpersonal skills as well as the ability to identify problems and develop solutions.

# More about the company

The #1 local News Television and Digital Media company.

Sorry but this vacancy has now been filled.

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Scam Awareness

**Contacting Us** 

F. A. Q.

Log Off

#### Anchor/Reporter Job

If this is a scam, MLM, or Home Based "Opportunity" then Mark as SPAM

Job Seekers Search Jobs Browse Jobs

Browse Jobs Post a Resume Job Alerts Employer Name: WIVB-TV Location: Buffalo, New York Wage: Job Code: Number Of Openings: 1 SpiderID: 3047087 Date Posted: 10/15/2010 Category: Telecommunications

Employers
Search Resumes

Search Resumes Browse Resumes Post a Job

Resources Employment Directory

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Hotel Job

Local Job

▶ Job Opening

Job Description:

Western New York's dominant News team is looking for a talented and energetic Anchor/Reporter that can write, copy-edit and present news coverage with ease and comfort.

This Candidate must have a strong and consistent on camera performance, exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Candidate must have a solid 3 years of on-air TV News experience, excellent communication and interpersonal skills as well as the ability to identify problems and develop solutions.

If you have great on-air presence and you know news...LIN Media's WIVB-TV in Buffalo wants to hear from you.

No phone calls. Equal Opportunity Employer.

Send cover letter, resume and DVD to:

careers@wivb.com Or Human Resources WIVB-TV 2077 Elmwood Avenue Buffalo, NY 14207

Job Criteria: Start Date: ASAP Position Type: Full-Time Permanent Years of Experience Required: 2 Education Required: Bachelors Overnight Travel: Vecation Time:

Job Benefits:

Health/Dental Benefits, Retirement Benefits, Pald Holldays, Vacations, and Sick Leave, Life and/or Disability Insurance, Company Cafeteria

Contact Information: Contact Name: Melvin M. Jelks III

Company: WIVB-TV
Street: 2077 Emwood Ave.
City: Buffalo
State: New York
Zip: 14207

Web Site: http://www.wivb.com

Sand this ad to a friend

Report a problem with this ad

Company Type: Employer Phone: 716-879-4950 Fax: 716-879-4889

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The job advertiser has chosen to disable the [Apply for Job] button above and provide direction to apply within the ad.

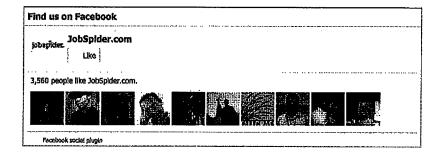
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Tips to Help You Transition into Management

Get Started

GoTo Assist



From:

Buffalo, NY

**Date:** 3/22/2013

Page: 51/55

## Job Notification details between 2/1/2011 to 1/31/2013

# Producer (Broadcast1Source tracking number 11957)

No. of Agencies were used: 23

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

То

All recruiting agencies listed in the report below

Sent On:

10/24/2011

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Producer

### **Experience:**

0 - 2

### Requirements:

No phone calls. Equal Opportunity Employer.

#### **Description:**

We're searching for a Promotion Producer for Western New York's local news leader, WIVB-TV / News 4 and our sister station CW23 WNLO. You would be working in a highly creative environment while producing news image and topical campaigns for our duopoly. You may also work with our advertisers in order to make their products shine. You should possess solid writing skills and be able to take projects from concept to completion in both solo and team environments. You must be able to work flexible hours and meet tight deadlines. If you like local news and current events – that is a plus! Being out-going and enthusiastic is also a plus!

#### Additional Information:

#### **Contact:**

Please send resume and demo materials to: HR Dept.WIVB – CW23 WNLO2077 Elmwood Ave.Buffalo, NY 14207 RESUMES WILL NOT BE CONSIDERED WITHOUT DEMO MATERIALS

### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

### \*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification	Agency Name	Prong2	Name	Notification By Fax	Notification By	
Date				•	Email	

From: Buffalo,NY

**Date:** 3/22/2013

Page: 52/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
10/24/2011	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
10/24/2011	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
10/24/2011	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
10/24/2011	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
10/24/2011	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
10/24/2011	WNYJobs.com	No	Joe Rindfuss	1	contact@broadcast1so urce.com
10/24/2011	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
10/24/2011	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
10/24/2011	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
10/24/2011	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
10/24/2011	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
10/24/2011	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
10/24/2011	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
10/24/2011	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
10/24/2011	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
10/24/2011	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
10/24/2011	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
10/24/2011	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
10/24/2011	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
10/24/2011	Native American Broadcasting Consortium	No		402-472-8675	

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 53/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
10/24/2011	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
10/24/2011	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
10/24/2011	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org



# **INVOICE**

Bill To:

WIVB-TV
2077 Elmwood Ave.
Buffalo, NY 14207

Melvin Jelks

Issue Date: 10

10/21/11

Invoice No.:

00112159

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)

Melvin Jelks		716-648-JOBS (5627)		
WWW.CABOCES.ORG	EAT-FOR	PRICE	OPENIE TOTAL	
MENERAL SEASON	LAD	\$95.00 \$165.00	\$95.00 \$165.00	
Promotion Producer				
We're searching for a Promotion Producer for Western New York's local news leader, WIVB-TV / News 4 and r ister station CW23 WNLO				
You would he working in a highly creative environment while producing news image and topical campaigns for our duopoly. You may also work with our advertisers in order to make their				
products shine. You should possess solid writing skills and be able to take projects from concept to completion in both solo and team environments. You must be able to work flexible				
hours and meet tight deadlines. If you like local news and current events—that is a plus! Being out-going and enthusiastic is also a plus!				
No phone calls. Equal Opportunity Employer.				
Please send resume and demo materials to: Daniel Meyers Marketing and Promotion Manager		SURTIOTAL	\$260.00	
WIVB – CW23 WNLO 2077 Elmwood Ave. Buffalo, NY 14207		TAX	** A 1 1)	
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	our sister station CXXXX WNIA.	▼ Topic Reymonds (9)	
	You would be working in a highly creative environment while producing news image and topical campaigns for an augugoty. You may also work with our advertisers in order to make their products shine. You should possess solly writing skills and be able to take projects from concept to compistion in both solo and tram possess solly writing skills and be able to be a projects from concept to compistion in both solo and tram environments. If you thus the able to work flexible hours and meet tight deadlines. If you the local news and the project of the project o	Search and such represent them as a substantial million	
	current events – that is a plus! Being out going and emmustasiic is assu a prosi-		
	Please send resume and demo materials to:		
	HR Dept WING — CXX23 WM., C WING — CXX23 WM., C DITT = Emmond Ma. Further to NY 14207		

Buffalo, NY From:

Date: 3/22/2013

Page: 54/55

# Job Notification details between 2/1/2011 to 1/31/2013

Reporter/Anchor (Broadcast1Source tracking number 9052)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On:

02/17/2011

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Reporter/Anchor

**Experience:** 

See above.

Requirements:

See above.

### **Description:**

Western New York's dominant News team is looking for a talented and energetic Anchor/Reporter that can write, copyedit and present news coverage with ease and comfort. This Candidate must have a strong and consistent on camera performance, exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Candidate must have a solid 2 years of on-air TV News experience, excellent communication and interpersonal skills as well as the ability to identify problems and develop solutions. If you have great on-air presence and you know news...LIN Media's WIVB-TV in Buffalo wants to hear from you.

# Additional Information:

### Contact:

No phone calls. Equal Opportunity Employer. Send cover letter, resume and DVD to:careers@wivb.comOrHuman Resources WIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

# Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

	Agency Name	Prong2 N	lame	Notification By Fax	Notification By Email
Date					

From:

Buffalo,NY

**Date:** 3/22/2013

Page: 55/55

Notification	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
Date 2/22/2011	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
12212011					contact@broadcast1so
/22/2011	BuffaloNiagaraJobs.com	No	Lisa Roy	1	urce.com
2/22/2011	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@1 inmedia.com
2/22/2011	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
2/22/2011	New York State Broadcasters Association	No	Sandy Messineo	1-518-456-8943	sandy@nysbroadcaste rs.org
2/22/2011	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
2/22/2011	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
2/22/2011	WNYJobs.com	No	Joe Rindfuss	1	contact@broadcast1so urce.com
2/22/2011	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
2/22/2011	Community Action Organization of Erie	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
	County (CAO)				wp9@buffalo.edu
2/22/2011	WNY Association of College Career Centers	No	Ron Beiter	1	
2/22/2011	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	thollie- mcgee@wdcinc.org
2/22/2011	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
2/22/2011	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	•
2/22/2011	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
2/22/2011	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
2/22/2011	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
2/22/2011		No	Susan Boyd	1-716-876-5048	seboyd51@msn.con
2/22/2011		No	Mark Shilstone	1-831-648-5204	medialine@medialincom

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For your a compelling anchor? If you are a strong journalist who can engage your viewers you'll want to join one or given best news teams in the county. Lin Media's <u>WINGPRINIAC.TX</u> is looking for an energelic one of the best news teams in the county. Lin Media's <u>WINGPRINIAC.TX</u> is looking for an energelic AnchorReporter who can write, copy-edit and present news coverage with ease and connot while embraching the power of social media.	an engage your viewers you'll want to Join Mark to Join Mark to Looking for an energelic age wilk ease and cornfort While embracing also wilk ease and confort while embracing also wilk embracing also wilk embracing also wilk embracing and while embracing also wilk embracing also wilk embracing also wilk embracing and while embracing also wilk embracing also wilk embracing and while embrace an	Choosa from Bandung Left  Tripic Regyzerels (0)
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You must enjoy reporting as much as your time behind the desk		
Candidate must have a solid 3 years of on-air TV News experience, excellent communication and interpersonal skille, the ability to identify problems and develop solutions.	e, excellent communication and	
flyou have great on-air presence and you know news LIN Media's MMXB.TV. in Buffalo wants to hear from you.	a's WWB-TX in Buffaio wants to hear from	
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# WNYOBS Works for you! ... COM

JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# INVOICE

	 •	
BillTo		
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207		

Issue Date:

2/25/11

Invoice No.:

BAL DUE

\$165.00

00106127

# TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: Employer M/F/D/V 716-648-JOBS (5627) Reporter/Anchor RTICAL AD \$165.00 \$165.00 Western New Yorks dominant News rean is looking for a talented and energetic Anchor/Reporter/that can write; copy edits and present news coverage with ease and s This Candidate must have a strong and consistent: on camera: performance exceptional news judgment and extensive knowledge of local and national curren eventsandnewsworthytopics candidate must have a solid 2 years of on-air Fy New experience, excellent communication and interpersonal skills as well as the ability to identify problems and develop solutions If you have great on air presence and you know news. LIN Media's WIVB-TV in Buffalo Joseph Rindfuss wants to hear from you. No phone calls Equal Opportunity Employer Send cover letter, resume and DVD to: careers@wivb.com SUBTOTAL Human Re 2077 Elmwood Avenue Buffalo, NY 14207



# **INVOICE**

Bill To:

WIVB-TV
2077 Elmwood Ave.
Buffalo, NY 14207

Melvin Jelks

Issue Date:

6/29/12

Invoice No.: 00118216

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)

	AD SIZE AND DESCRIPTION	PRIGE	DISCOUNT TOTAL
1/8H 1/16s	1/8 PAGE AD- Anchor Reporter 1/16 PAGE DISPLAY- Nows Producer	\$165.00 \$95.00	\$165.00 \$95.00
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PAID PER CREDIT CARD

\$260.00 TAX \$260.00 BAL DUE \$260.00

From: Buffalo, NY Date: 3/22/2013

Page: 54/55

# Job Notification details between 2/1/2011 to 1/31/2013

## Reporter/Anchor (Broadcast1Source tracking number 9052)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On: 02/17/2011

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Reporter/Anchor

#### **Experience:**

See above.

### Requirements:

See above.

# Description:

Western New York's dominant News team is looking for a talented and energetic Anchor/Reporter that can write, copyedit and present news coverage with ease and comfort. This Candidate must have a strong and consistent on camera performance, exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Candidate must have a solid 2 years of on-air TV News experience, excellent communication and interpersonal skills as well as the ability to identify problems and develop solutions. If you have great on-air presence and you know news...LIN Media's WIVB-TV in Buffalo wants to hear from you.

### Additional Information:

### Contact:

No phone calls. Equal Opportunity Employer.Send cover letter, resume and DVD to:careers@wivb.comOrHuman Resources WIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

# Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

### \*\*\*IMPORTANT\*\*\*

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Notification   Agency Name	Prong2 Name	Notification By Fax	Notification By
Date			Email

From: Buffalo,NY

**Date:** 3/22/2013

Page: 55/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/22/2011	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
2/22/2011	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
2/22/2011	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@1 inmedia.com
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2/22/2011	New York State Broadcasters Association	No	Sandy Messineo	1-518-456-8943	sandy@nysbroadcaste rs.org
2/22/2011	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
2/22/2011	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
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2/22/2011	Buffalo Branch NAACP	No	Màdeline Scott	1-716-884-7243	naacp@apollo3.com
2/22/2011	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
2/22/2011	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
2/22/2011	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	thollie- mcgee@wdcinc.org
2/22/2011	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
2/22/2011	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
2/22/2011	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
2/22/2011	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
2/22/2011	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
2/22/2011	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
2/22/2011	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine. com

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Are your a compelling anchor? If you are a strong journalist who can engage your viewers you'll want to join to me of the best news teams in the country. Lin Media's WINDAVINI, C.T.Y is looking for an energetic Anthonists podit with a can write, copy-edit and present news coverage with ease and control while embracing the mover of chiral media.	Choass dvan Headlaw Laff
You must deliver a strong and consistent on camera performance and show exceptional news judgment and frowledge of local and national current events.	Communication of the contraction
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# Warks for your COM

Works for you! COM

JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# INVOICE

Bill To

WIVB-TV
2077 Elmwood Ave.
Buffalo, NY 14207

Issue Date:

2/25/11

Invoice No.:

00106127

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)

i Employer M.F/D/V

# Reporter/Anchor

Western New York's dominant News ream is looking for a talented and energetic Anchor/Reporter that can write copy adit and present news coverage with ease and confort

This Cardidate must have a strong and consistent: on camera: performance, exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Candidate must have a solid 2 years of on-air TV News experience, excellent communication and interpersonaliskills as well as the ability to identify problems and develop solutions.

If you have great on-air presence and you know news. LIN Media's WIVB-TV in Buffalo wants to hear from you.

No phone calls:
Equal Opportunity Employer
Send cover lone: resume
and DVD to:
careers@wivb.com

Human Reserves 2077 Elmwood Avenue Buffalo, NY 14207

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Works for you! .COM

JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# **INVOICE**

Bill To.					
WIVE 2077 Buffal	-TV Elmwood o, NY 142	Ave. 07			
Melvir	ı Jelks				

**Issue Date:** 

6/29/12

Invoice No.: 00118216

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)

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From: Buffalo,NY

**Date:** 3/22/2013

Page: 54/55

# Job Notification details between 2/1/2011 to 1/31/2013

# Reporter/Anchor (Broadcast1Source tracking number 9052)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

То

All recruiting agencies listed in the report below

Sent On:

02/17/2011

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Reporter/Anchor

### **Experience:**

See above.

### Requirements:

See above.

### **Description:**

Western New York's dominant News team is looking for a talented and energetic Anchor/Reporter that can write, copyedit and present news coverage with ease and comfort. This Candidate must have a strong and consistent on camera performance, exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Candidate must have a solid 2 years of on-air TV News experience, excellent communication and interpersonal skills as well as the ability to identify problems and develop solutions. If you have great on-air presence and you know news...LIN Media's WIVB-TV in Buffalo wants to hear from you.

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#### Contact:

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# Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

## \*\*\*IMPORTANT\*\*\*

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Notification	Agency Name	Prong2	Name	Notification By Fax	Notification By
Date					<b>Email</b>

From: Buffalo,NY

**Date:** 3/22/2013

Page: 55/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/22/2011	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
2/22/2011	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
2/22/2011	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
2/22/2011	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
2/22/2011	New York State Broadcasters Association	No	Sandy Messineo	1-518-456-8943	sandy@nysbroadcaste rs.org
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2/22/2011	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
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2/22/2011	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
2/22/2011	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
2/22/2011	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
2/22/2011	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	thollie- mcgee@wdcinc.org
2/22/2011	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
2/22/2011	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
2/22/2011	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
2/22/2011	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
2/22/2011	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
2/22/2011	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
2/22/2011	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.

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Are your a compelling anchor? If you are a strong journalist who can engage yourviewers you'll want to join on out to best news learns in the county. Lin Media's WINDAWIN,C.T.Y is looking for an energetic AnthoniReportler who can write, copy-edit and present news coverage with ease and confort while embracing the power of social media.	to join mbracing	Chaasa fican Boadlaw Left  Telpie Koymoreks (0)
You must deliver a strong and consistent on earners performance and show exceptional news judgment and frowledge of focal and national current events.	nance and show exceptional news judgment and	Enterprise and topics: The state of the Ward Ward of the Section o
You must enjoy reporting as much as your time behind the o	esk	
Candidate must have a solid 3 years of on-air TV News experience, excellent communication and interpresonal skills, the ability to identify problems and develop solutions.	infance, excellent communication and incoming the solutions.	
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Works for you! .COM

JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# **INVOICE**

WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207

**Issue Date:** 

2/25/11

Invoice No.:

00106127

TERMS PAYABLE UPON RECEIPT

Employer M/F/D/N/	FOR BILLIN 716-64	FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)			
NEWS CALLS IN	E PRICE DI	SCOUNT TOTAL			
Western New York's dominant News team is looking for a talented and energetic Anchor/Reporter that can write copy-edition and present news coverage with ease and scomfort.  This Candidate must have a strong and consistent on camera performance a exceptional news judgment and extensive knowledge of local and national current events and news worthy topics. Sandidates must have a solid 2 years or on air TV News experience, excellent communication and interpersonaliskills as well as the ability to identify problems and develop solutions.	\$165.00	\$165.00			
If you have great on air presence and you know news. LIN Media's WIVB-TV in Buffalo wants to hear from you.					
No phone calls: Equal Opportunity Employer Send cover letter, resume and DVD to: careers@wivb.com Or HUman Reservces 2077 Elmwood Avenue	SUBTOUAT.	79.65.00			

Buffalo, NY 14207

BAL. DUE

\$165.00



Works for you! .COM

JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

# INVOICE

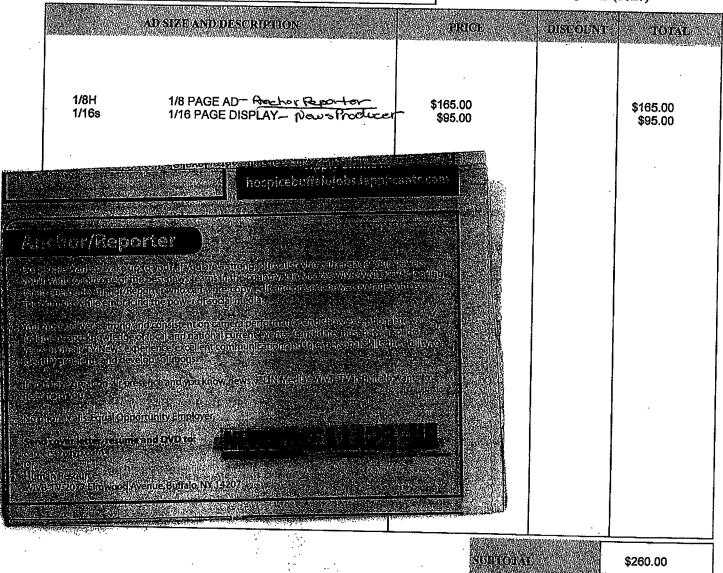
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207 Melvin Jelks

Issue Date:

6/29/12

Invoice No.: 00118216

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)



PAID PER CREDIT CARD

SUBTOTAL	\$260.00
TAX	PAIN
BAL: DUE	\$260:00

From:

Buffalo, NY

**Date:** 3/22/2013

Page: 49/55

### Job Notification details between 2/1/2011 to 1/31/2013

# Local Sales Manager (Broadcast1Source tracking number 13001)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

### All recruiting agencies listed in the report below

Sent On:

11/09/2011

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Local Sales Manager

### **Experience:**

3-5 years management experience preferred

### Requirements:

see above

### **Description:**

WIVB/WNLO TV/wivb.com – LIN Media seeks an experienced Sales Manager with a proven a history of achieving revenue goals to develop and coach our Local Sales Team. Proven record of accomplishment for Transactional sales combined with background in generating New Business and Internet/Mobile revenue is required. Exceptional time management skills, business acumen, creativity, conceptual selling, NTR, and team building strengths are essential. Perfect candidate will have the ideas and passion to help our team create customer solutions.

#### Additional Information:

#### **Contact:**

No phone calls. EEO/MResumes to salesjobs@wivb.comorHuman Resources WIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/24/2012	Syracuse University		Student Employment Services N/A	1-315-443-2268	hrses@syr.edu

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 50/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
1/24/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
1/24/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
1/24/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
1/24/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
1/24/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
1/24/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
1/24/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
1/24/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
1/24/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	V
1/24/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
1/24/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
1/24/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
1/24/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
1/24/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
1/24/2012	Native American Broadcasting Consortium	No		402-472-8675	
1/24/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
1/24/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
1/24/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org



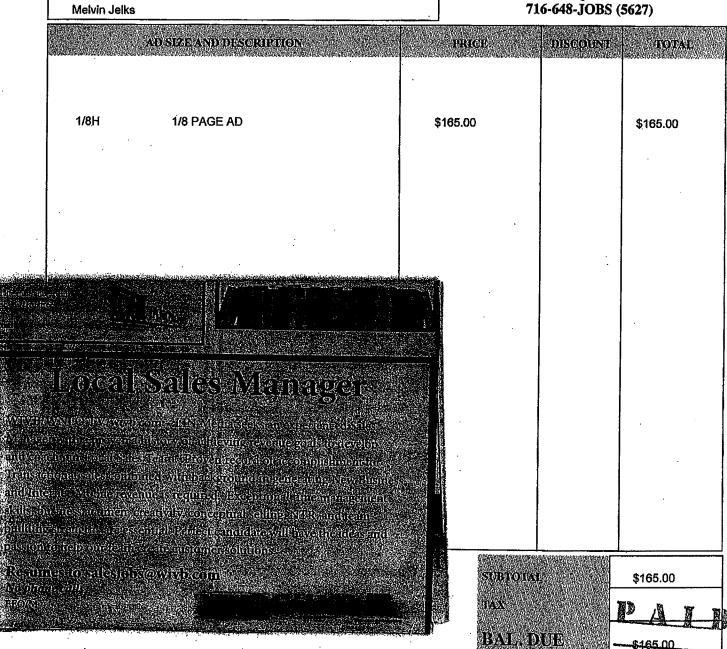
# **INVOICE**

Bill To:	
WIVB-TV	
2077 Elmw Buffalo, NY	

Issue Date: 11/11/11

Invoice No.: 00112705

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)



From: Buffalo,NY

Date: 3/22/2013

Page: 46/55

## Job Notification details between 2/1/2011 to 1/31/2013

# Sports Anchor/Reporter (Broadcast1Source tracking number 13765)

No. of Agencies were used: 24

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

Sent On:

03/27/2012

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Sports Anchor/Reporter

### **Experience:**

See above

#### Requirements:

See above

### **Description:**

News 4, WIVB/WNLO-TV, a LIN Media station, is looking for a big-league sports talent who can and will do it all. The winning candidate will anchor, report, shoot, edit and write great stories. We break sports stories...not just report on them...and we do it on all platforms. Our winner will love to do social media and live shots and to engage in community events. Buffalo is a huge sports town and we need a starter who will give their all for the team.

#### **Additional Information:**

No Phone calls, Equal Opportunity Employer.

#### Contact:

Please send cover letter, resume, DVD to: career@wivb.comorHuman ResourcesWIVB/WNLO-TV2077 Elmwood Ave.Buffalo, NY 14207

### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

### \*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
3/28/2012	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 47/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
3/28/2012	Syracuse University	No	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu
3/28/2012	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
3/28/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@I inmedia.com
3/28/2012	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
3/28/2012	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
3/28/2012	WNYJobs.com/Newspape	No	Joe Rindfuss	1	contact@broadcast1so urce.com
3/28/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
3/28/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
3/28/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
3/28/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
3/28/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
3/28/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
3/28/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
3/28/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
3/28/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
3/28/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
3/28/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
3/28/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
3/28/2012	Native American Broadcasting Consortium	No		402-472-8675	
3/28/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 48/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
3/28/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
3/28/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
3/28/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine. com



# **INVOICE**

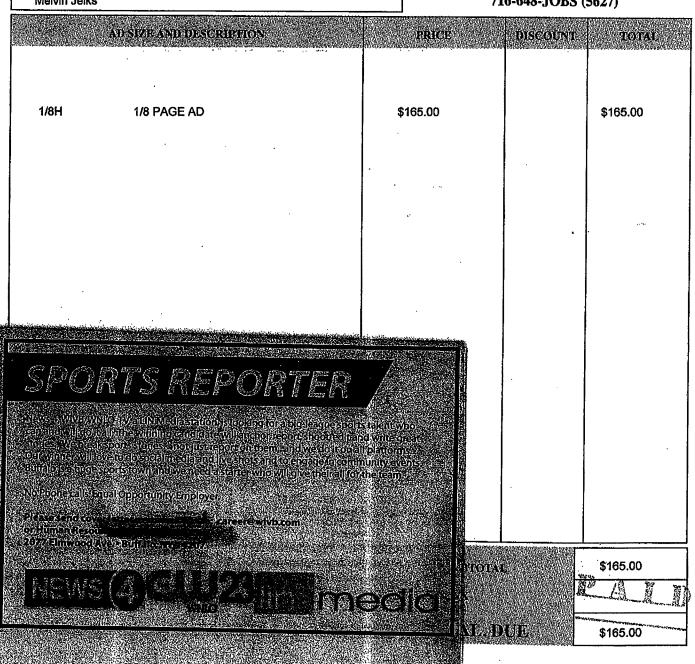
WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207 Melvin Jelks

**Issue Date:** 

3/30/12

Invoice No.: 00115854

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)



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From:

Buffalo,NY

Date: 3/22/2013

Page: 43/55

#### Job Notification details between 2/1/2011 to 1/31/2013

#### News Photojournalist/Editor (Broadcast1Source tracking number 13934)

No. of Agencies were used: 24

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

#### All recruiting agencies listed in the report below

Sent On:

04/10/2012

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

News Photojournalist/Editor

#### **Experience:**

Two years of television news shooting experience is preferred. Applicants must have a good driving record.

#### Requirements:

See above.

#### **Description:**

WIVB/WNLO-TV (CBS/CW affiliate in Buffalo, NY) #1 station in the market has an immediate opening for a News Photojournalist/Editor/Microwave Truck Operator. Applicants should have experience with professional video cameras, be comfortable with non-linear editing and be familiar with operating ENG trucks. Should be able to shoot and edit creative sequences and be able to work with reporters or alone to produce news features. Able to quickly post video and or photographs to web and use social media in breaking news situations The exact shift has not been determined but might involve overnights and/or weekends.

#### **Additional Information:**

#### Contact:

No phone calls. Equal Opportunity Employer. Send cover letter, resume and DVD to:careers@wivb.comOrHuman Resources WIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

#### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification	Agency Name	Prong2	Name	Notification By Fax	Notification By
Date		_		-	Email

From: Buffalo,NY Page: 44/55

#### Job Notification details between 2/1/2011 to 1/31/2013

**Date:** 3/22/2013

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
4/10/2012	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
4/10/2012	Syracuse University	No	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu
4/10/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
4/10/2012	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
4/10/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
4/10/2012	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
4/10/2012	WNYJobs.com/Newspape	No	Joe Rindfuss	1	contact@broadcast1so urce.com
4/10/2012	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
4/10/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
4/10/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
4/10/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
4/10/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
4/10/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
4/10/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
4/10/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
4/10/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
4/10/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
4/10/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
4/10/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
4/10/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org

From:

Buffalo,NY

**Date:** 3/22/2013

**Page:** 45/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
4/10/2012	Native American Broadcasting Consortium	No		402-472-8675	
4/10/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
4/10/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
4/10/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org



JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

### **INVOICE**

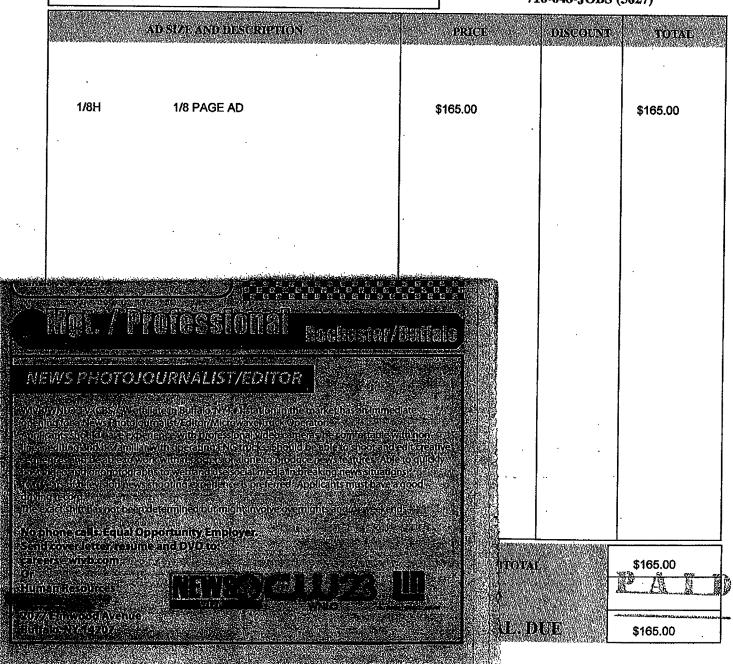
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Me	elvin Jelks			

Issue Date:

4/13/12

Invoice No.: 00116221

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)



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Applicants should have exo	erience with professional video carneras, be comb				
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From: Buffalo, NY

**Date:** 3/22/2013

**Page:** 37/55

#### Job Notification details between 2/1/2011 to 1/31/2013

#### News Producer (Broadcast1Source tracking number 14966)

No. of Agencies were used: 24

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

#### All recruiting agencies listed in the report below

Sent On:

06/27/2012

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

**News Producer** 

#### **Experience:**

2 yrs. Experience in TV News

#### Requirements:

Computer proficientExcellent writer CreativeFast-paced

#### **Description:**

WIVB-TV, the dominant Number One station in Buffalo, is seeking a News Producer. Qualified candidate must have two years experience in television news and be proficient with computers. Individual must be a good writer who is able to work efficiently and creatively to craft a quick-paced one or two-anchor newscast. Social media skills are must. No phone calls. Equal Opportunity Employer. Send cover letter, resume and DVD to:careers@wivb.comOrHuman ResourcesWIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

#### **Additional Information:**

#### Contact:

Send resume and cover letter to H.R. Dept. of WIVB-TV 2077 Elmwood Avenue, Buffalo NY 14207.

#### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

#### \*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
6/27/2012	Syracuse University	1	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 38/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
6/27/2012	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
6/27/2012	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
6/27/2012	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
6/27/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
6/27/2012	WNYJobs.com/Newspape	No	Joe Rindfuss	1	contact@broadcast1so urce.com
6/27/2012	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
6/27/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
6/27/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
6/27/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
6/27/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
6/27/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
6/27/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
6/27/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
6/27/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
6/27/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
6/27/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
6/27/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org
6/27/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
6/27/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
6/27/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine. com

From:

Buffalo,NY

**Date:** 3/22/2013

**Page:** 39/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
6/27/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
6/27/2012	Native American Broadcasting Consortium	No		402-472-8675	
6/27/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	

From:

Buffalo,NY

Date: 3/22/2013

Page: 32/55

#### Job Notification details between 2/1/2011 to 1/31/2013

#### Producer/ Director (Broadcast1Source tracking number 15193)

No. of Agencies were used: 24

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

**Sent On:** 07/18/2012

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Producer/ Director

#### **Experience:**

see above

#### Requirements:

see above

#### **Description:**

Are you creative, plugged into the community, know what Mom's and Working Women are interested in, concerned about and talking about? Can you juggle multiple tasks in a fast paced environment and keep co-workers focused? Do you like to work hard and still have fun on the job? Then we are looking for you! CW23-WNLO-TV is looking for a producer to join the team of "Winging It, Buffalo Style!" We are looking to grow. If you have Television, Radio or other media experience, both in front of the public and behind the scenes as talent or producer, and if you feel you can be an effective part of our team, we want to hear from you.

#### **Additional Information:**

#### **Contact:**

No phone calls. Equal Opportunity EmployerSend cover letter, resume and DVD to:careers@wivb.comOrHuman Resources CW23-WNLO2077 Elmwood AvenueBuffalo, NY 14207

#### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

#### \*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Melvin Jelks at melvin.jelks@wivb.com

Notification A	gency Name	Prong2	Name	Notification By Fax	Notification By
Date					<b>Email</b>

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 33/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/18/2012	WNYJobs.com/Newspape	No	Joe Rindfuss	1	contact@broadcast1so urce.com
7/18/2012	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
7/18/2012	Syracuse University	No	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu
7/18/2012	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
7/18/2012	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
7/18/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@l inmedia.com
7/18/2012	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
7/18/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
7/18/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
7/18/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
7/18/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
7/18/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
7/18/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
7/18/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
7/18/2012	Native American Broadcasting Consortium	No		402-472-8675	
7/18/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
7/18/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
7/18/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
7/18/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
7/18/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	

From:

Buffalo,NY

**Date:** 3/22/2013

**Page:** 34/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
7/18/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org
7/18/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
7/18/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
7/18/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com

From: Buffalo, NY Date: 3/22/2013

Page: 4/55

#### Job Notification details between 2/1/2011 to 1/31/2013

#### News Producer (Broadcast1Source tracking number 18251)

No. of Agencies were used: 24

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

All recruiting agencies listed in the report below

**Sent On:** 01/09/2013

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

News Producer

#### **Experience:**

Candidate will have at least 2 years line producing experience.

#### Requirements:

We want someone who is highly creative, knows hard news and loves to write. You will also need to love social media and posting to the web.

#### **Description:**

Are you the best producer in your shop? If you want to craft a newscast for one of the best News Stations in the country this could be the job for you. LIN Media's WIVB-TV in Buffalo is looking for a producer to join our team.

#### **Additional Information:**

#### Contact:

To apply online, please include a cover letter and resume' and recent link of your work at: careers@wiyb.comIf you do not have a web link to your work, please send a cover letter, resume', and non-returnable demo DVD to: Personnel Office, WIVB-TV, 2077 Elmwood Avenue, Buffalo, New York, 14207

#### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

#### \*\*\*IMPORTANT\*\*\*

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Chris Anchin at chris.anchin@wivb.com

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/22/2013	Syracuse University		Student Employment Services N/A	1-315-443-2268	hrses@syr.edu

From:

Buffalo,NY

**Date:** 3/22/2013

Page: 5/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/22/2013	BuffaloNiagaraJobs.com	No	Lisa Roy	1	contact@broadcast1so urce.com
2/22/2013	JobSpider.com	No	Chris McGarry	1	contact@broadcast1so urce.com
2/22/2013	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@1 inmedia.com
2/22/2013	WIVB.com	No	Melvin Jelks	1	contact@broadcast1so urce.com
2/22/2013	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
2/22/2013	Media Match	No	Tammy Romaniuk	1	contact@broadcast1so urce.com
2/22/2013	WNYJobs.com/Newspape	No	Joe Rindfuss	1	contact@broadcast1so urce.com
2/22/2013	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
2/22/2013	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
2/22/2013	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
2/22/2013	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
2/22/2013	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
2/22/2013	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
2/22/2013	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
2/22/2013	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
2/22/2013	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
2/22/2013	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
2/22/2013	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
2/22/2013	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
2/22/2013	Native American Broadcasting Consortium	No		402-472-8675	**************************************

From:

Buffalo,NY

**Date:** 3/22/2013

Page: 6/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
2/22/2013	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
2/22/2013	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
2/22/2013	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org



JOBS WEEKLY, INC. 31 BUFFALO STREET AMBURG, NEW YORK 14075

## **INVOICE**

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Works for you! .COM

JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

### **INVOICE**

		AM ANTIDOXCO, INC	240 1 OKIS 140/3	
Bill To:				
WIVB-TV 2077 Elmwood Ave Buffalo, NY 14207	<del>)</del> .			

Melvin Jelks

**Issue Date:** 

7/20/12

Invoice No.: 00118797

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)

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	Producer/Director					
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	Are you creative, plugged into the					
	community, know what Mom's and Working Women are interested in,					
-1.	concerned about and talking about?	,				
	Can you juggle multiple tasks in a fast paced environment and keep.		•			
	co-workers focused? Do you like to					•
	work hard and still have fun on the job?					
	Then we are looking for you! CW23. WNLO-TV is looking for a producer to				1	
	ioin the team of "Winging It, Buffalo"					
	Style!" We are looking to grow. If you have Television, Radio or other					
	media experience, both in front of					
	the public and behind the scenes as talent or producer, and if you feel you					
4.68	can be an effective part of our team,	-t- D'- #				
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	careers@wivb.com			SUBTOTAL		\$165.00
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JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

## **INVOICE**

WIVB-TV 2077 Elmwood Ave. Buffalo, NY 14207

**Issue Date:** 

1/11/13

Invoice No.: 00123173

TERMS PAYABLE UPON RECEIPT FOR BILLING QUESTIONS CALL:

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Welcome Christ Dashboard Log Out **Posting Details** QUICK RESUME SEARCH (Advanced Search) **NEWS PRODUCER** JOB DESCRIPTION Are you the best producer in your shop? If you want to craft a newscast for one of the best News Stations in the country this could be the job for you. LIN Media's WIVB-TV in Buffalo is looking for a producer to join our team. To apply online, please include a cover letter and resume' and recent link of your work at: <a href="mailto:careers@wivb.com">careers@wivb.com</a> If you do not have a web link to your work, please send a cover letter, resume', and non-returnable demo DVD to: Personnel Office, WIVB-TV, 2077 Elmwood Avenue, Buffalo, New York, 14207 ADDITIONAL INFORMATION & SKILLS Job Type: Employee Career Level: Experienced (Non Manager) Location: Buffalo Salary Type: Additional: Candidate will have at least 2 years line producing experience. We want someone who is highly creative, knows hard news and loves to write. You will also need to love social media and posting to the web. METHODS FOR APPLYING Contact information: Apply By Email: Note: If the above link does not automatically open your e-mail software, please copy and paste the address into a new, blank message manually. If the above posting no longer apply to you, please update your profile Back

@ 2010-2012 BuffaloNlagaraJobs.com

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#### **News Producer Job**

If this is a scam, MLM, or Home Based "Opportunity" then Mark as SPAM

Job Seekers Search Johs Browee Johs Post a Resume

Employer Name: WIVB/WNLO Location: Buffalo, New York Wage: Job Code: Job Alerts

SpiderID: 3433268 Date Posted: 1/10/2013 Category: Television/Radio

**Employers** Search Resumes

**Browse Resumes** Post a Job

Resources **Employment** Links

Ads by Google

Job Careers

► Local Job

▶ Job Postings

Job Requirements:

looking for a producer to join our team.

Number Of Openings: 1

Job Description:

Candidate will have at least 2 years line producing experience. We want someone who is highly creative, knows hard news and loves to write. You will also need to love social media and posting to the web.

Are you the best producer in your shop? If you want to craft a newscast for one of the best

News Stations in the country this could be the job for you. LIN Media's WIVB-TV in Buffalo is

Job Criteria:

Job Criteria: Start Date: Immediate Opening Position Type: Full-Time Permanent Years of Experience Required: 2 Education Required: Overnight Travel: Vacation Time: 2 weeks / year

Health/Dental Benefits, Retirement Benefits, Paid Holidays, Vacations, and Sick Leave, Life and/or Disability Insurance

Contact Information:

Contact, Information: Contact Name: careers@wivb.com Company: WIVB/WNLO City: Buffalo Stabe: New York Zip: 14207

Web Site: http://www.wivb.com

Send this ad to a friend

Report a problem with this ad

Company Type: Employer

<< Go Back

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3,549 people like JobSpider.com.	· ( ) · ( )	er so pe personan and delegan and annual medical and se	 

#### **Chris Anchin**

From:

Media Match [info@media-match.com]

Sent:

Friday, January 11, 2013 1:10 PM

To:

**WIVB Careers** 

Subject:

Your job News Producer is now live!



×

Dear WIVB/WNLO

Your job posting, News Producer, is now live on our Jobs Board.

You can view your job posting by clicking the following link: http://www.media-match.com/usa/jobsboard\_detail.php?job\_uid=25091251

Please keep in mind that in addition to posting your job, you can search our resume database directly: <a href="http://www.media-match.com/usa/search/freelancers.php">http://www.media-match.com/usa/search/freelancers.php</a>

Best wishes,

The Media Match Team tel - 323 284 5589

To update your mail preferences click here. To delete your details from the Media Match database completely, click here.

Contact | Privacy Policy | Terms & Conditions

© 2013 Media Match US Ltd, 8112 1/2 W. 3rd Street, Suite A, Los Angeles, CA 90048. T: 323 284 5589

#### **Chris Anchin**

From: Sent: tammy romaniuk [tammy@media-match.com]

Wednesday, March 20, 2013 12:00 PM

To:

Chris Anchin

Subject: Re: Your query to Media Match

# mediamatch )))

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# mediamatch)))

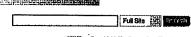
8112 1/2 West 3rd Street Los Angeles, CA 90048



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Report It Free App





Weather

Video

Entertainment

Community

Report II

onPolitix

Winging it



#### **News Producer**

Updated: Wednesday, 13 Mar 2013, 12:44 PM EDT Published : Friday, 11 Jan 2013, 3:11 PM EST

WIVB-TV, the dominant Number One station in Buffalo, is seaking a News Producer. Qualified candidate must have two years experience in television news and be proficient with computers. Individual must be a good writer who is able to work afficiently and creatively to craft a quick-paced one or two-anchor newscast. Social media skills a must. Send resume and cover letter to H.R. Dept. of WIVB-TV 2077 Elmwood Avenue, Buffalo NY 14207. EOE

To apply online, please include a cover letter and resume and recent link of your work at: careers@wivb.com

Copyright WIVB.com



#### **Latest News**

Catholic Charities makes push for goal Goodwill store opens in North Tonewanda FAA to release list of airport closures President Obama nominates WNY native Police find 10 guns in felon's home

Women allegedly steals from Walmart Driver accused of .19 percent BAC Men allegedly steal scrap metal Disabled vehicle backs up traffic Wallenda to ennounce Grand Canyon walk

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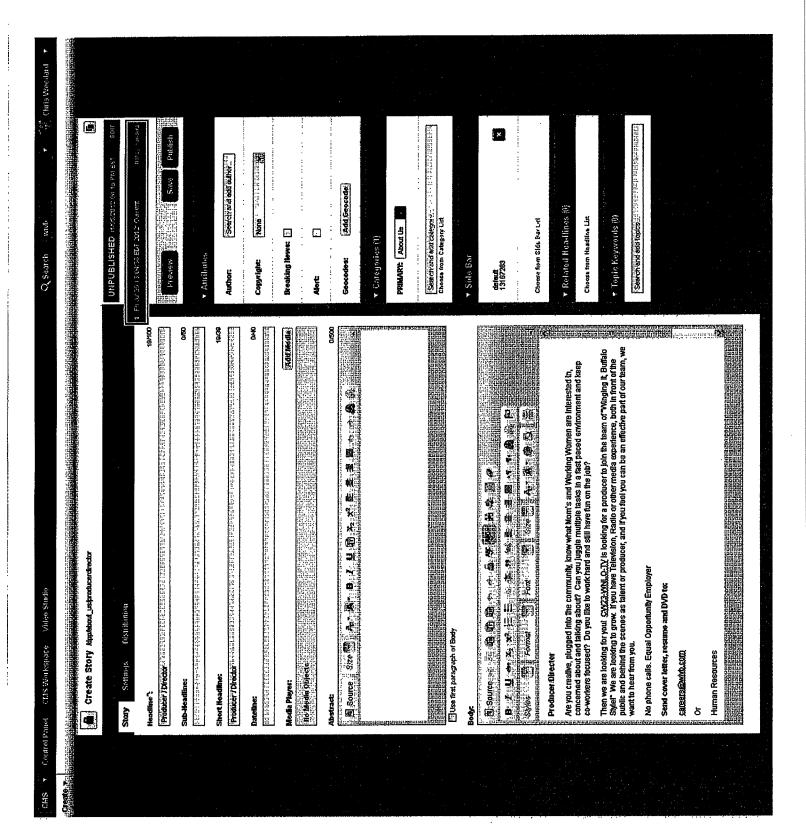
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From:

Buffalo, NY

**Date:** 3/22/2013

Page: 35/55

#### Job Notification details between 2/1/2011 to 1/31/2013

#### Anchor Reporter (Broadcast1Source tracking number 14980)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

То

All recruiting agencies listed in the report below

Sent On:

06/28/2012

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Anchor Reporter

#### **Experience:**

See above.

#### Requirements:

See above.

#### **Description:**

Do people want to wake up to you? If you are a strong journalist who can engage your viewers you'll want to join one of the best news teams in the country. Lin Media's WIVB/WNLO-TV is looking for an energetic Anchor/Reporter who can write, copy-edit and present news coverage with ease and comfort while embracing the power of social media. You must deliver a strong and consistent on camera performance and show exceptional news judgment and knowledge of local and national current events. Candidate must have a solid 3 years of on-air TV News experience, excellent communication and interpersonal skills, the ability to identify problems and develop solutions. If you have great on-air presence and you know news... LIN Media's WIVB-TV in Buffalo wants to hear from you.

#### **Additional Information:**

#### Contact:

No phone calls. Equal Opportunity Employer.Send cover letter, resume and DVD to:careers@wivb.comOrHuman Resources WIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

#### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

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Notification   Agency Name	Prong2 Name	Notification By Fax	Notification By
Date			<b>Email</b>

From: Bu

Buffalo,NY

**Date:** 3/22/2013

**Page:** 36/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
6/28/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
6/28/2012	Syracuse University	No	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu
6/28/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
6/28/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@I inmedia.com
6/28/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
6/28/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
6/28/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
6/28/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
6/28/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
6/28/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
6/28/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
6/28/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
6/28/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
6/28/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
6/28/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org
6/28/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
6/28/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
6/28/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
6/28/2012	Native American Broadcasting Consortium	No	And the second s	402-472-8675	

From: Buffalo,NY

**Date:** 3/22/2013

Page: 30/55

#### Job Notification details between 2/1/2011 to 1/31/2013

#### Assignment Editor (Broadcast1Source tracking number 15477)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

#### All recruiting agencies listed in the report below

Sent On:

08/10/2012

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

Assignment Editor

#### **Experience:**

1-2 years

#### Requirements:

see above

#### **Description:**

LIN Media's WIVB/WNLO-TV is looking for an Assignment Editor. Candidates must have exceptional news judgment, people skills, computer skills and organizational skills. You will also be expected to post news stories on WIVB.com and participate on WIVB's Facebook and Twitter pages. You will make initial judgments on station coverage and on breaking news.

#### **Additional Information:**

No Phone calls, Equal Opportunity Employer.

#### Contact:

Please send cover letter, resume to: careers@wivb.comorHuman ResourcesWIVB/WNLO-TV2077 Elmwood Ave.Buffalo, NY 14207

#### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

#### \*\*\*IMPORTANT\*\*\*

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Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/10/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com

From:

Buffalo,NY

**Date:** 3/22/2013

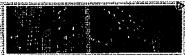
**Page:** 31/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
8/10/2012	Syracuse University	No	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu
8/10/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
8/10/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@I inmedia.com
8/10/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
8/10/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
8/10/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
8/10/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
8/10/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
8/10/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
8/10/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
8/10/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
8/10/2012	Native American Broadcasting Consortium	No		402-472-8675	A State of the second s
8/10/2012	Black Broadcasters Alliance	No	Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
8/10/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
8/10/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
8/10/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org
8/10/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.
8/10/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com



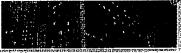
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fishing gear off the ...

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**Assignment Editor** 

Updated: Wednesday, 20 Feb 2013, 1:39 PM EST Published : Tuesday, 07 Aug 2012, 2:39 PM EST

WANTED: Someone who loves news and wants to be the first to know what is going on. LIN Media's WWVEWNLO-TV in Buffalo is looking for an Assignment Editor. Candidates must have

Entertainment

Community

exceptional news judgment, people skills, computer skills, organizational skills and writing skills.

You will also be expected to post news stories on WiVB.com and participate on WiVB's Facebook and Twitter pages. You will make initial judgments on station coverage and on

You will be on the front lines talking with the public and emergency agencies. Shooting and editing skills a plus.

careers@wivb.com

Human Resources WIVE-TV 2077 Elmwood Avenue Buffalo, NY 14207

No phone cells. Equal Opportunity Employer

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JOBS WEEKLY, INC. 31 BUFFALO STREET HAMBURG, NEW YORK 14075

## **INVOICE**

Bill To:			
	/ nwood Ave. NY 14207		

Issue Date:

8/10/12

Invoice No.: 00119460

TERMS PAYABLE UPON RECEIPT

Melvin Jelks			FOR BILLING QUESTIONS CALL: 716-648-JOBS (5627)		
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Assignment Editor	Rindfuss				
LIN Media's WIVB/WNLO-TV is looking for any					
Assignment Editor. Candidates must have exceptional news judgment, people skills, computer skills and organizational skills.					
You Will also be expected to post news stories on Will also be expected to post news stories on Wild a second of the world will be a second of the wil					
Twitter pages. You will make initial judgments on station coverage and on breaking news					
No Phone calls, Equal Opportunity Employer.		SUBTOT	<b>YL</b>	\$95.00	
Please send cover letter resume to: careers@w/v/b.com		<b>TAX</b>		Stern FB B	
or Human Resources, WIVB/WNLO-TV 2077 Elmwood Ave., Buffalo, NY 14207		BAL	DEE	\$95.00	

From: Buffalo, NY

**Date:** 3/22/2013

Page: 25/55

#### Job Notification details between 2/1/2011 to 1/31/2013

#### Business Administrator (Broadcast1Source tracking number 16305)

No. of Agencies were used: 19

Notification sent to agencies below was identical for Fax and e-mail notifications. A copy of this is shown below:

To

#### All recruiting agencies listed in the report below

Sent On:

10/12/2012

Subject:

Job Notification from Broadcast1Source

From:

contact@broadcast1source.com

E-Mail:

chris.anchin@wivb.com

Title:

**Business Administrator** 

#### **Experience:**

Ability to manage confidential information with professionalism and sensitivity • Strong detail orientation • Ability to build effective relationships at all levels of the organization from front line employees to senior leadership • Approachability, credibility, ability to build rapport; energetic and positive demeanor • Confidence and assertiveness when giving coaching, guidance, or directives • Strong sense of urgency/high deadline orientation • Excellent judgment and independent decision-making capability

#### Requirements:

• 3-5 years in an executive administrator or office manager capacity • Capable of managing multiple tasks and projects in high demand, fast paced environment • Experienced and proficient in the suite of Microsoft tools, particularly MS Word and Excel • Experience with detailed data, preferably and specifically input and maintenance in a database• Preferred: prior experience supporting a human resources team with exposure to benefits and leave administration

#### **Description:**

We have an immediate opportunity for an experienced go-getter in the Business Office. The Business Administrator plays a critical role in each business unit, ensuring that the business office tasks are completed in a timely fashion, and acting as the local human resources representative. The BA is accountable for a variety of business office functions such as handling accounts payable, scanning and routing documents and reports, and providing information support to the General Manager and Corporate Accounting. Additionally, the BA is a liaison to the corporate Human Resources staff and Payroll staff, taking responsibility for facilitating the information flow between station employees and Corporate, relative to payroll, benefits, policies, and accounting information. The Business Administrator is responsible for the successful orientation and onboarding of new employees, and works with managers to resolve performance-related issues, as well as with employees for benefits related matters or other concerns.

#### **Additional Information:**

#### Contact:

No phone calls. Equal Opportunity EmployerSend resume and cover letter to: careers@wivb.comOrHuman Resources WIVB-TV2077 Elmwood AvenueBuffalo, NY 14207

From: Buffalo,NY

**Date:** 3/22/2013

Page: 26/55

### Job Notification details between 2/1/2011 to 1/31/2013

### Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

\*\*\*IMPORTANT\*\*\*

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Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
10/12/2012	Syracuse University	No	Student Employment Services N/A	1-315-443-2268	hrses@syr.edu
10/12/2012	LIN Media	No	Claudia Balcewicz	1	WIVB_WNLO_TV@I inmedia.com
10/12/2012	Community Action Organization of Erie County (CAO)	No	Sjunseeargn Brown	1-716-881-2927	sbrown@caoec.org
10/12/2012	New York State Broadcasters Association	No	Sandy Messineo	1	sandy@nysbroadcaste rs.org
10/12/2012	The Buffalo Employment and Training Center (BETC)	No	Tami Hollie-Mcgee	1-716-856-5670	
10/12/2012	African American Cultural Center	No	Alicia Banner	1-716-885-2590	aacc@wzrd.com
10/12/2012	Northwest Buffalo Community Center	No	Susan Boyd	1-716-876-5048	seboyd51@msn.com
10/12/2012	Native American Community Services of Erie & Niagara Counties, Inc.	No	Tianna Porter	1-716-874-1874	tporter@nacswny.org
10/12/2012	Buffalo Urban League	No	Brenda McDuffie	1-716-854-8960	
10/12/2012	Hispanics United of Buffalo	No	Candis Colon	1-716-856-9617	
10/12/2012	WNY Association of College Career Centers	No	Ron Beiter	1	wp9@buffalo.edu
10/12/2012	YMCA Buffalo/Niagara	No	Penny Snell	1-716-565-6007	
10/12/2012	Buffalo Branch NAACP	No	Madeline Scott	1-716-884-7243	naacp@apollo3.com
10/12/2012	National Association of Broadcasters	No	Rumana Sultana	1-202-429-3930	rsultana@nab.org
10/12/2012	Black Broadcasters Alliance		Director of Placement n/a	1-410-662-0816	e-mail@thebba.org
10/12/2012	The Association for Women in Communications, Inc.	No	Office Manager Office Manger	1-410-544-4640	
10/12/2012	Medialine	No	Mark Shilstone	1-831-648-5204	medialine@medialine.

From: Buffalo,NY

**Date:** 3/22/2013

**Page:** 27/55

Notification Date	Agency Name	Prong2	Name	Notification By Fax	Notification By Email
10/12/2012	TV Jobs	No	Mark Holloway	1-760-754-2115	admin@tvjobs.com
I	Native American Broadcasting Consortium	No		402-472-8675	

# Wanagemen/Protessional

### BUSINESSADMINISTRATOR

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Referral Sources

From: Buffalo,NY Page: 1/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Date: 3/12/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 16305

Job Title: Business Administrator

Job Opening Period: 10/12/2012 - 11/30/2012

	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	11/15/2012	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
	11/16/2012	No		Indeed.com
	11/16/2012	No		Indeed.com
	11/19/2012	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
	11/20/2012	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
	11/23/2012	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
•	11/26/2012	Yes	12/13/2012	Indeed.com

Job ID: 15477

Job Title: Assignment Editor

Job Opening Period: 8/10/2012 - 10/31/2012

	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	9/11/2011	No		Employee Referral
<del></del>	7/24/2012	No		Employee Referral
* * —	9/17/2012	Yes	10/1/2012	Employee Referral

From: Buffalo,NY

Date: 3/12/2013

Page: 2/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 15477

Job Title: Assignment Editor

Job Opening Period: 8/10/2012 - 10/31/2012

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
9/21/2012	No		WIVB.com 2077 Elmwood Ave, Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
11/6/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

Job ID: 14980

Job Title: Anchor Reporter

Job Opening Period: 6/28/2012 - 8/31/2012

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
4/21/2012	No		Other Source
6/12/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
 6/15/2012	No		Other Source
 7/9/2012	No		Station Website
 8/21/2012	No		Other Source
9/13/2012	No		Call In
10/4/2012	Yes	1/14/2013	Indeed.com
 10/15/2012	No		Other Source

From: Buffalo,NY Page: 3/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Date: 3/12/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 14966

Job Title: News Producer

Job Opening Period: 6/27/2012 - 8/31/2012

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
7/15/2012	Yes	8/15/2012	Internship Program
 7/25/2012	No		Job posting on internet
7/25/2012	No		Indeed.com
7/25/2012	No		Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone: (323) 284 5589 Fax: 1Tammy Romaniuk
7/25/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
7/30/2012	Yes	8/27/2012	Indeed.com
8/12/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
 8/12/2012	No		Internet Ad
8/12/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
8/21/2012	Yes	9/20/2012	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

From: Buffalo,NY

Date: 3/12/2013

Page: 4/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 13934

Job Title: News Photojournalist/Editor

Job Opening Period: 4/10/2012 - 6/10/2012

	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
r	7/14/2012	Yes	7/18/2012	Employee Referral
	7/22/2012	No		Linked In
	7/25/2012	No		Employee Referral
	8/9/2012	No		Former Intern
	8/10/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
	8/11/2012	No		Former Intern

Job ID: 13765

Job Title: Sports Anchor/Reporter

Job Opening Period: 3/27/2012 - 5/31/2012

	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	4/18/2012	No		Employee Referral
<del></del>	4/18/2012	No		Other Source
	4/20/2012	Yes	5/14/2012	Indeed.com
	5/4/2012	No	****	Internet Ad
	7/17/2012	No		Indeed.com
	7/17/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

From: Buffalo,NY

Date: 3/12/2013

Page: 5/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 13765

Job Title: Sports Anchor/Reporter

Job Opening Period: 3/27/2012 - 5/31/2012

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
 7/17/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
 7/18/2012	Yes	8/29/2012	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

Job ID: 13001

Job Title: Local Sales Manager

Job Opening Period: 11/9/2011 - 3/30/2012

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
12/12/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
12/15/2011	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
1/17/2012	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
1/24/2012	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss

From: Buffalo,NY Page: 6/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Date: 3/12/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 13001

Job Title: Local Sales Manager

Job Opening Period: 11/9/2011 - 3/30/2012

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
 1/27/2012	No		WIVB.com 2077 Elmwood Ave, Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
2/10/2012	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
 2/10/2012	No		Other Source
2/10/2012	Yes	2/22/2012	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

Job ID: 11957

Job Title: Producer

Job Opening Period: 10/24/2011 - 11/24/2011

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
 12/2/2011	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
 12/5/2011	No		Word of Mouth
12/7/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

From: Buffalo,NY

Date: 3/12/2013

Page: 7/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 11957

Job Title: Producer

Job Opening Period: 10/24/2011 - 11/24/2011

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
12/9/2011	Yes	12/15/2011	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
12/9/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

Job ID: 9052

Job Title: Reporter/Anchor

Job Opening Period: 2/17/2011 - 3/31/2011

-	interview Date	Hire Status	Hire Date	Recruitment Source Referred By
-	4/4/2011	Yes	5/23/2011	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
	4/6/2011	No		WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone: (716) 648-5627 Fax: 1Joe Rindfuss
	4/18/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
	4/21/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway

From: Buffalo,NY Page: 8/12

## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Date: 3/12/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 9052

Job Title: Reporter/Anchor

Job Opening Period: 2/17/2011 - 3/31/2011

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
4/26/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
4/29/2011	No		Bell Talent, Inc.
5/13/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
7/4/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
7/18/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
8/8/2011	No		Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone: (323) 284 5589 Fax: 1Tammy Romaniuk
8/22/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
9/5/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway

From: Buffalo,NY

Date: 3/12/2013

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## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 9052

Job Title: Reporter/Anchor

Job Opening Period: 2/17/2011 - 3/31/2011

	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
	11/30/2011	No		TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
	12/9/2011	Yes	3/12/2012	Call In
_	12/9/2011	Yes	3/12/2012	Call In
	2/10/2012	Yes	5/14/2012	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Fax: 1-760-754-2115Mark Holloway
	2/10/2012	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

Job ID: 9051

Job Title: Television Multimedia Technician
Job Opening Period: 1/28/2011 - 3/31/2011

	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
<del>. Lega</del> cian	2/3/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
	2/4/2011	Yes	3/10/2011	Employee Referral

From: Buffalo,NY

Date: 3/12/2013

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## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 9051

Job Title: Television Multimedia Technician
Job Opening Period: 1/28/2011 - 3/31/2011

	Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
******	2/8/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
	2/9/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
	2/10/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
	2/14/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

Job ID: 8342

Job Title: Sales - Account Executive

Job Opening Period: 11/23/2010 - 6/30/2011

Interview Date Hire Status		Hire Date	Recruitment Source Referred By		
 4/6/2011 No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks			
 4/13/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks		

From: Buffalo,NY

Date: 3/12/2013

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## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 8342

Job Title: Sales - Account Executive

Job Opening Period: 11/23/2010 - 6/30/2011

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
4/20/2011	No		WiVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
5/4/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
5/6/2011	Yes	6/13/2011	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
6/20/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
6/30/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1—Melvin Jelks
7/18/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks
8/3/2011	No		WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

Date: 3/12/2013

From: Buffalo,NY

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## Interview Recruitment Source Report from 2/1/2011 - 1/31/2013

Please note that the recruitment source used for hiring is bolded in the text below

Job ID: 8342

Job Title: Sales - Account Executive

Job Opening Period: 11/23/2010 - 6/30/2011

Interview Date	Hire Status	Hire Date	Recruitment Source Referred By
8/22/2011	Yes	11/7/2011	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone: (716) 844-4410 Fax: 1Melvin Jelks

## ATTACHMENT D

Long Term Initiatives Documentation

# **Application For Internship With WIVB-TV**



WIVB-TV, Buffalo Broadcasting Co., Inc. is an equal opportunity employer. Applications for internship will be given equal consideration regardless of race, color, age, sex, religion, disability or ethnic background.

Name:			Date:				
Legal Address		Residence	Residence (if not the same)				
Street:	Street:						
City:	State:	City:		State:			
Zip Code:	Phone:	Zip Code:		Phone:			
School Affiliation:							
		······································	Year: □ Juni	or 🗆 Senior			
Major:							
Counselor:			Phone:				
Semester Requested (date)	<b>):</b>						
Have you had an internshi	p before? ☐ Yes ☐	No	If so, where?				
			:				
What were your principal	duties as an intern?						
What do you expect to gain	n from WIVB-TV s int	ern program?					
		F8					
Internship Choice (p	lease check two).	7 Name   17 G					
☐ Community Service			•	☐ Sales			
2 Community Service	☐ Community Service ☐ Programming ☐ Production ☐ Creative Services						
Courses of study in televisi	on field of interest:						
Career Goal:		,					
lease list three references	s other than relatives						
Name:		Address:	Phone:	Occupation:			
				·			

1. Establishment of training programs for station personnel BA Summit – 5/8 to 10/2012

#### ALL DIRECT TRAVEL SVCS 19000 MACARTHUR BLVD STE 625 IRVINE CA 92612 949 474-8100 OR 800 862-1516

SALES PERSON: 67 ITINERARY/INVOICE NO. 0423980

DATE: 03 APR 12

CUSTOMER NBR: 4014542880

ONGELK

PAGE: 01

TO: WIVB TV

2077 ELMWOOD AVE BUFFALO NY 14207

FOR: JELKS III/MELVIN REF: 1090

ELECTRONIC TICKET CONFIRMED CONFIRMATION CODE IS \*\*AZ1WEV\*\*

08 MAY 12 - TUESDAY

AIR

UNITED AIRLINES FLT:6090 UNITED ECONOMY

OPERATED BY /EXPRESSJET AIRLINES DBA UNITED EXPRESS

LV BUFFALO

1022A

EQP: EMBRAER 145 JET

01HR 16MIN

AR WASHINGTON DULLES

1138A

NON-STOP

REF: AZ1WEV

JELKS III/MELVI SEAT-3A

AIR

UNITED AIRLINES FLT:3936 UNITED ECONOMY

OPERATED BY /COLGAN AIR DBA UNITED EXPRESS

LV WASHINGTON DULLES

1216P

149P

EQP: DH4 01HR 33MIN

AR PROVIDENCE

NON-STOP

REF: AZ1WEV

JELKS III/MELVI SEAT-5C

10 MAY 12 - THURSDAY

AIR UNITED AIRLINES

FLT:4833 UNITED ECONOMY

OPERATED BY /COMMUTAIR DBA UNITED EXPRESS

LV PROVIDENCE

457P

EOP: DH2

630P

01HR 33MIN NON-STOP

ARRIVE: TERMINAL C

REF: AZ1WEV

JELKS III/MELVI SEAT-5B

AIR

AR NEWARK

UNITED AIRLINES FLT:4840 UNITED ECONOMY

OPERATED BY /COMMUTAIR DBA UNITED EXPRESS

LV NEWARK

711P

EQP: DASH 8 TURBOPROP

DEPART: TERMINAL C

01HR 40MIN NON-STOP

AR BUFFALO

851P

REF: AZ1WEV

JELKS III/MELVI SEAT-5D

CONTINUED ON PAGE 2

6. Establishment of training programs for station personnel BA Summit – 5/10 to 12/2011

#### ALL DIRECT TRAVEL SVCS 19000 MACARTHUR BLVD STE 625 IRVINE CA 92612 949 474-8100 OR 800 862-**1**516

SALES PERSON: 67 ITINERARY/INVOICE NO. 0387842

DATE: 05 APR 11

CUSTOMER NBR: 4014542880

FYHBPR

PAGE: 01

TO: WIVB

2077 ELMWOOD AVE BUFFALO NY 14207

FOR: JELKS/MELVIN

REF: 1090

ELECTRONIC TICKET CONFIRMED US AIR CONFIRMATION \*\*EM1BQW\*\* ELECTRONIC TICKET CONFIRMED CONTINENTAL CONFIRMATION \*\*CTBKXN\*\*

10 MAY 11 - TUESDAY

US AIRWAYS AIR

COACH CLASS FLT:4150

OPERATED BY US AIRWAYS EXPRESS-PIEDMONT AIRLINES

LV BUFFALO

915A

EQP: DASH 8 TPROP

01HR 25MIN

AR PHILADELPHIA

1040A ·

NON-STOP REF: EM1BQW

ARRIVE: TERMINAL F

JELKS/MELVIN SEAT-6A

FLT:3110 \_ COACH CLASS

AIR US AIRWAYS OPERATED BY US AIRWAYS EXPRESS-REPUBLIC AIRLINES

LV PHILADELPHIA

1135A

EQP: E75

DEPART: TERMINAL C

01HR 11MIN

AR PROVIDENCE

1246P

NON-STOP REF: EM1BQW

JELKS/MELVIN SEAT-7A

12 MAY 11 - THURSDAY

AIR

CONTINENTAL AIRLINES FLT:3159 ECONOMY CLASS OPERATED BY /EXPRESSJET AIRLINES INC DBA CO EXPRESS

LV PROVIDENCE

513P

EQP: EMBRAER 145 JET

OIHR 17MIN

AR NEWARK

630P

NON-STOP REF: CTBKXN

ARRIVE: TERMINAL A

JELKS/MELVIN SEAT-14A

SEAT-5A

CONTINENTAL AIRLINES FLT: 3234 ECONOMY CLASS AIR

OPERATED BY / COLGAN AIR DBA CONTINENTAL CONNECTION

LV NEWARK

715P

EQP: DH4 01HR 33MIN

DEPART: TERMINAL C

848P

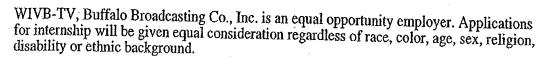
NON-STOP

AR BUFFALO

JELKS/MELVIN

REF: CTBKXN

# **Application For Internship With WIVB-TV**





Name:			Date:			
Legal Address		Recidence G	Residence (if not the same)			
	Street:					
	~:					
City:	State:	City:		State:		
Zip Code:	Phone:	Zip Code:	· · · · · · · · · · · · · · · · · · ·	Phone:		
School Affiliation:			Year:	or El Senior		
Major:				- Domor		
Counselor:			Phone:			
Semester Requested (date)	):					
Have you had an internshi	p before?	J No	If so, where?			
What were your principal	duties as an intern?					
			· · · · · · · · · · · · · · · · · · ·			
What do you expect to gain	n from WIVB-TV s in	tern program?		-		
	The state of the s	iem program;	- 10 mm			
Intomobile Chair						
Internship Choice (p.		□ News □ Sport	s	☐ Sales		
☐ Community Service	☐ Programming	☐ Production	☐ Creative	Services		
Courses of study in television	on field of interest:		· · · · · · · · · · · · · · · · · · ·			
Career Goal:						
Please list three references	s other than relatives					
Name:		_Address:	Phone:	Ogovenski		
			T HOME.	Occupation:		
	1		1	· 1		