WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

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	4-8, 11-13, 15-19, 21-23, 27, 30-31, 33-38	12
Digital Account Executive	2, 5-8, 13, 15-23, 27, 30-31, 33-35, 37-39	37
Producer/Editor/Videographer	1-2, 5-6, 8-9, 13, 15-16, 18-19, 22-24, 27-28, 30-31, 33-35, 37-39	37
Executive News Producer	2, 5-6, 8, 13, 15-19, 22-24, 26-27, 30-31, 33-35, 37-38	26
MultiMedia Journalist/Reporter	2, 5-6, 8, 13, 15-16, 18-19, 22-24, 27, 30, 32-35, 37-38	37
Assignment Editor	2, 5-6, 8, 10, 13, 15-16, 18-19, 22-24, 27, 30, 32-35, 37-38	10
MultiMedia Journalist/Reporter	2, 5-6, 8, 13, 15-16, 18-19, 22-24, 27, 30, 32-35, 37-38	37
MultiMedia Journalist/Reporter	2, 5-6, 8, 13, 15-16, 18-19, 22-24, 27, 30, 32-35, 37-38	34
MultiMedia Journalist/Reporter	2, 5-6, 8, 13, 15-16, 18-19, 22-24, 27, 30, 32-35, 37-38	34
Digital Content Producer	2, 5-6, 8-9, 11, 13, 15-19, 22-24, 27, 30, 32-35, 37-38	37
Digital Content Producer	2, 5-6, 8-9, 11, 13, 15-19, 22-24, 27, 30, 32-35, 37-38	11
Broadcast Television Engineer	2, 5-6, 8, 11, 13, 15-19, 22-25, 27, 29-30, 32-35, 37-38	37
Producer/Editor/Videographer	2, 5-6, 8, 13, 15, 18-19, 22-24, 27, 30, 33-35, 37-38	37
MultiMedia Journalist Reporter	5-6, 8, 13, 15, 18-19, 22-24, 30, 32-35, 37-38	37
National Sales Manager	5-6, 8-9, 13-15, 17-19, 22-24, 26-27, 30, 32-38	37
Assistant Chief Engineer	2, 5-6, 8, 11, 13, 15, 18-19, 22-24, 27, 30, 32-35, 37-38	11
Sports Reporter/Anchor	2, 5-6, 8, 13, 15, 18-19, 22-24, 27, 29-30, 32-35, 37-38	34
Sales Account Executive	2, 5-6, 8, 13, 15, 17-19, 22-24, 26-27, 30, 32-35, 37-38	26
News Producer	2-3, 5-6, 8, 11, 13, 15, 18-19, 22-24, 27, 29-30, 32-35, 37-38	37

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina Phone : 919-217-4438 Url : www.602communications.com Career Listing Manual Posting	N	0
2	African American Cultural Center 350 Masten Ave Buffalo, New York 14209 Phone : (716) 884 2013 Url : http://www.africancultural.org Email : aacc@wzrd.com Fax : 1-716-885-2590 Alicia Banner	N	0
3	Agency Referral	N	1
4	Birschbach Media Sales & Marketing DBA MediaRecruiter.com 9457 So. University #303 Highlands Ranch, Colorado Phone : 303-400-5150 Url : www.mediarecruiter.com Career Listings Manual Posting	N	0
5	Buffalo Branch NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : (716) 884-7242 Url : http://www.apollo3.com/naacp/ Email : naacp@apollo3.com Fax : 1-716-884-7243 Madeline Scott	N	0
6	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : (716) 250-2400 Url : http://www.buffalourbanleague.org/ Fax : 1-716-854-8960 Brenda McDuffie	N	0

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	BuffaloNiagaraJobs.com 665 Main Street Buffalo, New York 14203 Phone : 1-800-916-9073 Url : http://buffaloniagara.org/Home/OurRegion/GrowYourC Lisa Roy Manual Posting	N	0
8	Community Action Organization of Erie County (CAO) 70 Harvard Pl Buffalo, New York 14209 Phone : (716) 881-5150 Url : http://www.caoec.org/ Email : sbrown@caoec.org Fax : 1-716-881-2927 Sjunseeargn Brown	N	0
9	Craigslist San Francisco San Francisco, California Phone : 716-879-4950 Url : http://buffalo.craigslist.org/ Craig Newmark Manual Posting	N	0
10	Current Intern	N	1
11	Employee Referral	N	11
12	Former Employee	N	1
13	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0
14	Internal Candidate	N	1
15	JobSpider.com New York Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	LIN Media One West Exchange Street Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com/contact-us/careers.php Email : WIVB_WNLO_TV@linmedia.com Claudia Balcewicz	N	0
17	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	4
18	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284 5589 Url : http://www.media-match.com/usa/ Tammy Romaniuk Manual Posting	N	0
19	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
20	Monster 5 Clock Tower Place, Suite 500 Maynard, Massachusetts 01754 Phone : 716-879-4950 Url : www.monster.com Melvin Jelks Manual Posting	N	1
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

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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
23	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
24	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0
25	NewBay Media 28 East 28th Street 12th Floor New Yort, New York 10016 Phone : (212) 378-0400 Url : www.sbe.org Career Listing Manual Posting	N	0
26	Non-Employee Referral	N	3
27	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

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Simply Hired 370 San Aleso Ave, #200 Sunnyvale, California 94085 Url : www.simplyhired.com Career Listing Manual Posting	N	0
29	Society of Broadcast Engineers 9102 North Meridian Street suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/sections/jl_submit.php Career Listing Manual Posting	N	0
30	Syracuse University 210 Steele Hall Syracuse, New York 13244 Phone : 315.443.1870 Email : hrservic@syr.edu Fax : 1-315-443-2268 Student Employment Services N/A	N	0
31	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Fax : 1-410-544-4640 Office Manager Office Manger	N	0
32	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Fax : 1-410-544-4640 Office Manager Office Manger	N	0
33	The Buffalo Employment and Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : (716) 856-5627 Url : http://www.workforcebuffalo.org/default.asp Fax : 1-716-856-5670 Tami Hollie-Mcgee	N	0

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	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	19
35	Vision Maker Media 1800 N. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3522 Email : Visionmaker@unl.edu Rachel Danay	N	0
36	Walk In/Self-Referral	N	6
37	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Chris Anchin Manual Posting	N	59
38	WNY Association of College Career Centers 18 Agassiz Circle Buffalo, New York 14214 Phone : (716) 880-2145 Url : http://www.wnyaccc.org/home.aspx Email : wp9@buffalo.edu Ron Beiter	N	0
39	WNYJobs.com/Newspaper 31 Buffalo St. Hamburg, New York 14075 Phone : (716) 648-5627 Url : http://www.wnyjobs.com/ Joe Rindfuss Manual Posting	N	1
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**108**

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/7/2015	Establishment of an intern program designed to assist members of the community	The station hosted five (5) interns in the News Department this past year. Our interns were from Medaille College, Niagara Universary, Bowling Green University and Canisius College. The internships last an entire semester and the full time students Receive full academic credit. This initiative takes place throughout the Spring, Summer and Fall semesters.	5	
2	3/10/2015	Participation in Job Fairs	The station,WIVB/WNLO, Participated in the Career Fair - Putting Buffalo Back to Work sponsored by Cumulus Media. The job fair was attended by Dan Jackson, Local Sales Manager, Dave Gardner, Digital Sales Manager and Chris Woodard, Digital Director who all have a a responsibility in the hiring process. Met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	3	Local Sales Manager Digital Sales Manager Digital Director
3	3/12/2015	Participation in Job Fairs	The Station, WIVB/WNLO, participated in the Careerfest job Fair on March 12, 2015 at the University at Buffalo. President & GM Rene' LaSpina and Promotions Director Dom Nardo who both have a responsibility in the hiring process attended along with HR/Business Administrator Chris Anchin, Met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	3	President & GM Promotions Director HR/Business Administrator

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	4/7/2015	Participation in Job Fairs	The station, WIVB/WNLO, participated in the Job & Internship Fair at Buffalo State College on April 7, 2015. John Carroll, Chief Engineer, who has a responsibility in the hiring process and HR/Business Administrator Chris Anchin attended. Met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	2	Chief Engineer HR/Business Administrator
5	4/22/2015	Participation in Job Fairs	The station, WIVB/WNLO, participated in Medaille College Annual Job/Internship Fair on April 22, 2015, attended by Sean LaRose, Sales Director, who has a responsibility in the hiring process and HR/Business Administrator, Chris Anchin. Met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	2	Sales Director HR/Business Director
6	5/26/2015	Establishment of training programs for station personnel	At the Media General Business Administrator Summit in Indianapolis, our BA Chris Anchin attended a two-day training session. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters.	1	Business Administrator
7	9/2/2015	Establishment of training programs for station personnel	Chris Anchin attended a webinar training provided by Media General on September 2, 2015 that overviewed and explained the FCC's EEO rules and policies.	1	HR/Business Administrator
8	9/22/2015	Participation in Job Fairs	The station, WIVB/WNLO, participated in the Buffalo News CareerFest on September 22, 2015, attended by President & GM Rene LaSpina and Sales Director, Sean LaRose. Met with potential candidates regarding open positions and TV Media related opportunities. Accepted resumes and handed out applications for employment and internship opportunities.	2	President & GM Sales Director

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	12/15/2015	Participation in scholarship programs	The station, WIVB/WNLO, sponsored a $2,000 scholarship for a Canisius College student pursuing a career in broadcasting to be used for collede expenses. Th apply a student must have completed 60 credits as of 10/1/2015, an above average academic record and a major in broadcasting, journalism, communications or related fiend.	2	President/GM HR/Business Administrator