

**EEO PUBLIC FILE REPORT
FOR TELEVISION STATION
WBBZ-TV
BUFFALO, NY**

This EEO Public File Report is filed in the stations' public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period ending on January 31, 2012 the stations filled the following full-time vacancies:

Creative Director*
Account Executive (2)
Sales Manager*
Chief Engineer*
Executive Assistant
Account Executive

The station interviewed a total of 19 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Buffalo News	15
Buffalojobfinder.com	0
Job Finder Weekly	0
Spots N Dots	0
Monster.com	0
Bee Publications	0
Erie Community College	0
Buffalo Urban League	0
African American Cultural Center	0
New York State Broadcasters Association, Inc.	0
Educational Opportunity Center	0
University at Buffalo Career Services	0
Buffalo State College Career Development Center	0
New York State Department of Labor/Job Bank	0
WBBZ-TV On-Air Spots	0
Word of Mouth/Referral	3
Walk-Ins	1

*These positions were considered exigent and, therefore, no recruiting was done for these vacancies.

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

If your organization would like to be contacted regarding future vacancies, please contact:

Diane Breen
WBBZ-TV
4545 Transit Road
Suite 750
Williamsville, NY 14221
(716) 929-9079
dbreen@wbbz.tv

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Executive Assistant (2)

Recruitment Source That Referred the Hiree:
Buffalo News (2)

Date Filled: 10/11/11 & 1/23/12

Total Number of Persons Interviewed for the
Vacancy: 6

Recruitment Sources Used To Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Buffalo News	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	6	No
Buffalobjobfinder.com	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Job Finder Weekly	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Walk-Ins				0	No
Word of Mouth/Referrals				0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree:
Word of Mouth/Referrals

Date Filled: 1/19/12

Total Number of Persons Interviewed for the
Vacancy: 4

Recruitment Sources Used To Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Buffalo News	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	3	No
Buffalobuffer.com	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Job Finder Weekly	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Erie Community College	6205 Main Street Williamsville, NY 14221	Joseph Abbarno	716-851-1484	0	No
New York State Broadcasters Association, Inc	1805 Western Avenue Albany, NY 12203	Sandy Messineo	518-456-8888	0	No
New York State Dept. of Labor/Job Bank	284 Main Street Buffalo, NY 14202		716-581-2694	0	No
African American Cultural Center	350 Masten Avenue Buffalo, NY 14209	Alicia Banner	716-884-2013	0	No
University at Buffalo Career Center	259 Capen Hall Buffalo, NY 14260	Megan Stewart	716-645-2231	0	No
Buffalo State College Development Center	1300 Elmwood Ave Buffalo, NY 14222	Lisa August	716-878-5811	0	No
Buffalo Urban League	15 Genesee St. Buffalo, NY 14203	Joan King	716-854-7625	0	No
Educational Opportunity Center	465 Washington St. Buffalo, NY 14203	Margot Keysor	716-849-6727	0	No

WBBZ-TV On-Air Spots	4545 Transit Rd. Suite 750 Williamsville, NY 14221	Diane Breen	716-929-9079	0	No
Word of Mouth/Referral				1	No
Walk-In				0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive (2)

Recruitment Source That Referred the Hiree:
Referral/Word of Mouth (1)/Buffalo News (1)

Date Filled: 3/23/11

Total Number of Persons Interviewed for the
Vacancy: 9

Recruitment Sources Used To Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Buffalo News	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	6	No
Buffalobfinder.com	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Job Finder Weekly	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Spots N. Dots	1635 Old Highway 41 Suite 112-338 Kennesaw, GA 30152	ads@spotsndots.com	888-884-2630	0	No
Industry Referral/ Word of Mouth				2	No
Walk-In				1	No

Outreach Activities 2011-2012

- In Late January 2011, WBBZ-TV's Office/Traffic Manager, Diane Morris and WBBZ-TV's Traffic/Accounts Receivable Assistant, Patti Forbes participated in training sessions with a representative of Broadview Software. These training sessions were designed to increase station personnel's knowledge of the software, beyond basic functionality. The topics included: reporting tools, accounts receivable, account aging, deposits and adjustments.