

**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, 2013 the stations filled the following full-time vacancies:

Executive Director of Promotions & Production*
Account Executive (6)

The station interviewed a total of 46 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	37
Buffalojobfinder.com	0
Job Finder Weekly	0
Monster.com	0
Bee Publications	0
Erie Community College	0
Buffalo Urban League	1
African American Cultural Center	0
Educational Opportunity Center	0
New York State Broadcasters Association, Inc.	0
University at Buffalo Career Services	2
Buffalo State College Career Development Center	0
New York State Department of Labor/Job Bank	0
Word of Mouth/Referral	3
Walk-Ins	3
WBBZ-TV On-Air Spots	0

*This position was considered exigent and, therefore, no recruiting was done for this vacancy.

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: Account Executive (2)

Recruitment Source That Referred the Hiree:
Referral/Word of Mouth (1)/Walk-In (1)

Date Filled: 2/20/12 & 3/19/12

Total Number of Persons Interviewed for the
Vacancy: 15

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	13	No
Buffalobfinder.com	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Monster.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
Buffalo Urban League	15 Genesee St. Buffalo, NY 14203	Joan King	716-854-7625	0	No
African American Cultural Center	350 Masten Avenue, Buffalo, NY 14209	Alicia Banner	716-884-2013	0	No
New York State Broadcasters, Inc.	1805 Western Ave. Albany, NY 12203	Sandy Messineo	518-456-8888	0	No
Erie Community College	6205 Main St. Williamsville, NY 14221	Joseph Abbarno	716-851-1484	0	No
Educational Opportunity Center	465 Washington St. Buffalo, NY 14203	Margot Keysor	716-849-6727	0	No
University at Buffalo Career Center	259 Capen Hall Buffalo, NY 14260	Megan Stewart	716-645-2231	0	No
Buffalo State College Career Development Center	1300 Elmwood Ave Buffalo, NY 14222	Lisa August	716-878-5811	0	No
New York State Dept. of Labor/Job Bank	284 Main St. Buffalo, NY 14202		716-581-2694	0	No

Bee Publications	5564 Main Street Buffalo, NY 14221	Ashley Mistretta	716-204-4927	0	No
Industry Referral/ Word of Mouth				1	No
Walk-In				1	No
On-Air Spots				0	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive (1)

Recruitment Source That Referred the Hiree:
Buffalo News

Date Filled: 5/16/12

Total Number of Persons Interviewed for the
Vacancy: 12

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	10	No
Buffalojobfinder.com	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Monster.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
Buffalo Urban League	15 Genesee St. Buffalo, NY 14203	Joan King	716-854-7625	0	No
African American Cultural Center	350 Masten Avenue, Buffalo, NY 14209	Alicia Banner	716-884-2013	0	No
New York State Broadcasters, Inc.	1805 Western Ave. Albany, NY 12203	Sandy Messineo	518-456-8888	0	No
Erie Community College	6205 Main St. Williamsville, NY 14221	Joseph Abbarno	716-851-1484	0	No
Educational Opportunity Center	465 Washington St. Buffalo, NY 14203	Margot Keysor	716-849-6727	0	No
University at Buffalo Career Center	259 Capen Hall Buffalo, NY 14260	Megan Stewart	716-645-2231	0	No
New York State Dept. of Labor/Job Bank	284 Main St. Buffalo, NY 14202		716-581-2694	0	No
Industry Referral/ Word of Mouth				2	No
Walk-In				0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive (1)

Recruitment Source That Referred the Hiree:
Buffalo News

Date Filled: 7/25/12

Total Number of Persons Interviewed for the
Vacancy: 8

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
Buffalojobfinder.com	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Monster.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
Buffalo Urban League	15 Genesee St. Buffalo, NY 14203	Joan King	716-854-7625	0	No
African American Cultural Center	350 Masten Avenue, Buffalo, NY 14209	Alicia Banner	716-884-2013	0	No
New York State Broadcasters, Inc.	1805 Western Ave. Albany, NY 12203	Sandy Messineo	518-456-8888	0	No
Erie Community College	6205 Main St. Williamsville, NY 14221	Joseph Abbarno	716-851-1484	0	No
Educational Opportunity Center	465 Washington St. Buffalo, NY 14203	Margot Keysor	716-849-6727	0	No
University at Buffalo Career Center	259 Capen Hall Buffalo, NY 14260	Megan Stewart	716-645-2231	0	No
New York State Dept. of Labor/Job Bank	284 Main St. Buffalo, NY 14202		716-581-2694	0	No
Industry Referral/ Word of Mouth				0	No
Walk-In				2	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive (2)

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

Date Filled: 10/15/12 & 10/23/12

Total Number of Persons Interviewed for the
Vacancy: 11

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	8	No
Buffalojobfinder.com	One News Plaza P.O. Box 14240	C. Zanghi	716-849-4035	0	No
Monster.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
Buffalo Urban League	15 Genesee St. Buffalo, NY 14203	Joan King	716-854-7625	1	No
African American Cultural Center	350 Masten Avenue, Buffalo, NY 14209	Alicia Banner	716-884-2013	0	No
New York State Broadcasters, Inc.	1805 Western Ave. Albany, NY 12203	Sandy Messineo	518-456-8888	0	No
Erie Community College	6205 Main St. Williamsville, NY 14221	Joseph Abbarno	716-851-1484	0	No
Educational Opportunity Center	465 Washington St. Buffalo, NY 14203	Margot Keysor	716-849-6727	0	No
University at Buffalo Career Center	259 Capen Hall Buffalo, NY 14260	Megan Stewart	716-645-2231	2	No
New York State Dept. of Labor/Job Bank	284 Main St. Buffalo, NY 14202		716-581-2694	0	No
Industry Referral/ Word of Mouth				0	No
Walk-In				0	No

Outreach Activities 2012-2013

- WBBZ brought in representatives from Media Audit to conduct several training sessions. The purpose of these training sessions was both to train new hires and improve existing employees' proficiency with the software.

May 9th, 2012

Participating in these training sessions: Evan Cominsky, Account Executive; Amy Smith, Account Executive; Mary Hise, Account Executive; Mike Magnafici, Account Executive.

Highlights from this training session included: interpreting the data & trends from the Winter Report.

November 7, 2012

Participating in this training session: John Genesky, Account Executive; Lou Anne Wenerski, Account Executive & Reva Wolski, Account Executive.

This training session was designed to train new hires on how to use the Media Audit software, how to read & pull various reports – including how to create customized reports with graphics, text & logos; reporting features and interpreting market data.

December 19, 2012

Participating in this training session: John Genesky, Account Executive; Lou Anne Wenerski, Account Executive; Reva Wolski, Account Executive; Mike Magnafici, Account Executive & Evan Cominsky, Account Executive.

This training session was to review the latest market report for Buffalo, trends in the Buffalo market & understanding the demographic makeup of Buffalo consumers.

- WBBZ provided an opportunity for (2) interns during 2012:
 - Dominic Taverna
Grade: Junior
School : Erie County Community College
6205 Main Street
Williamsville, NY 14221
Phone: (716) 851-1ECC

Class: Introduction to Broadcasting

Advisor: David S. Fusani, Ph.D. Professor Communications, ECC North

Internship Dates: September 10th – December 14, 2012

Hours: 20 Hours (weekly)

Description: Interns for WBBZ-TV work on many projects tied to locally produced programs and commercials. Interns have an opportunity to get hands on experience with studio and remote field cameras for live productions. Interns assist in producing segments, booking guests, and doing research for a variety of subjects ranging from sports to public affairs. In addition, interns get an opportunity to work with the sales department in understanding the business of television and interacting with clients.

○ Nicholas Capozzi

School: Clarence High School, Clarence NY Central School District
9625 Main St.

Clarence, NY 14031

Phone: (716) 407-9020 ext. 1342

Class: After School Mentoring Program

Advisor: Jennifer Glassman, Job Coach

Internship Dates: Tuesdays, 3:30-7:00pm effective September 11 – January 15, 2013.

Description: Interns for WBBZ-TV work on many projects tied to locally produced programs and commercials. Interns have an opportunity to get hands on experience with studio and remote field cameras for live productions. Interns assist in producing segments, booking guests, and doing research for a variety of subjects ranging from sports to public affairs. In addition, interns get an opportunity to work with the sales department in understanding the business of television and interacting with clients.