

EEO PUBLIC FILE REPORT

Reporting Period: February 1, 2018 - January 31, 2019

Station Included in Report: WKBW-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				6
C2	Internal Candidate / WorkLife				10
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			28
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	1
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C16	Collective Talent	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

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C26	NAHJ.org (The National Association of Hispanic Journalists-Career Center)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C38	Asian American Journalists Association (AAJA)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C39	TV Jobs/Broadcast Employment	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C44	JournalismJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		24
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	4
C115	Media Line	P.O. Box 51909 Pacific Grove, CA 93950	www.medialine.com		
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				3
C131	Agency/Search Firm				4
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		14
C165	Jobtome.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C167	Symphony Talent Job	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Local Sources

L1	Baptist Ministers Conference of Buffalo	c/o Calvary Baptist Church 1184 Genesee Street Buffalo, NY 14211	Mary Watkins	716-896-9483	
L2	The Challenger	1337 Jefferson Avenue Buffalo, NY 14208		716-881-1051	

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L3	The Criterion	623-625 William Street Buffalo, NY 14206		716-853-2973	
L4	ECC Cast Program	121 Ellicott Street Room 130 Buffalo, NY 14203		716-851-1230	
L5	Erie County Industrial Development Agency (ECIDA)	95 Perry Street 4th Floor Buffalo, NY 14202	John Cappellino	716-856-6525	
L6	Family Self-Sufficiency Program Rental Assistance Corporation of Buffalo	470 Franklin Street Buffalo, NY 14202	Khalimah A. Halim, Coordinator	716-882-0063 x128	
L7	Hispanics United of Buffalo	254 Virginia Street Buffalo, NY 14201	Iris Alicea	716-856-7110	
L8	Mt. Olive Workforce Readiness Ministry	701 East Delavan Avenue Buffalo, NY 14215	Minister Gillison	716-895-7494 716-895-7619 (fax)	
L9	Native American Community Services	1005 Grant Street Buffalo, NY 14207	Michael Martin		
L10	Niagara Falls Gazette	310 Niagara Street Niagara Falls, NY 14303	Greg Ross	716-284-9944 716-282-2311	
L11	Progressive National Baptist Convention	St. John Baptist 184 Goodell Street Buffalo, NY 14204	Rev. Michael Chapman	716-852-4504	
L12	Turning The World Upside Down Ministries	Elim Christian Fellowship PO Box 145 Buffalo, NY 14215		716-832-7698	
L13	American Broadcasting School		Michelle McConnell michelle.radioschool.com		
L14	Buffalo State College	updated 12/27/18	Deborah Silverman, Nanette Tramont silverda@buffalostate.edu, tramonn@buffalostate.edu		
L16	Buffalo Urban League		Wade Smith wsmith@buffalourbanleague.org	716-250-2400	
L17	Community Action Organization of Erie County		Nathan Hare Inhare@caowny.org (updated 7/30/18)		
L18	Connecticut School of Broadcasting		johnnyo@gocsb.com		
L19	Erie Community College City Campus		abbarno@ecc.edu		
L20	Genesee Community College		purplebriefcase.com		
L21	Graeme Newell		silzik@602communications.com		
L22	NABET		Jodi Fabrizio-Clontz jfabrizi@cwa-union.org		
L23	National Hispanic Media Coalition		brivas@nhmc.org		
L24	Niagara County Community College		jschickling@niagaracc.suny.edu, jbrechetti- runkle@niagaracc.suny.edu Jared Schickling, Susan Kottke		

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L26	Niagara University		app.joinhandshake.com/ (updated 7/31/18)		
L27	New York State Broadcasters Association		cjung@nysbroadcasters.org Carolyn Jung		
L28	Olmstead Center for Sight		lwiecek@olmsteadcenter.org Linda Wiecek		
L29	Syracuse University		app.joinhandshake.com/ (updated 7/31/18)		
L30	Villa Maria College		Judy Piskun jpiskun@villa.edu (updated 8/27/18)		
L31	Canisius College		canisius.joinhandshake.com		
L32	Columbia University-The Journalism School		journalism-columbia-csm.symplicity.com		
L33	Columbia College Chicago		colum.joinhandshake.com		
L34	Daemen College		app.joinhandshake.com/ (updated 5/31/18)		
L35	D'Youville College		app.purplebriefcase.com		
L36	State University of New York at Fredonia		app.joinhandshake.com/ (updated 6/20/18)		
L37	Hofstra University		hofstra.joinhandshake.com		
L38	Marywood University		app.joinhandshake.com/ (updated 8/31/18)		
L39	Media-Match		media-match.com		
L40	New England Central		collegcentral.com/nec		
L41	NYS Department of Labor		newyork.us.jobs		
L42	St. John Fisher College		app.joinhandshake.com/ (updated 5/31/18)		
L43	National Association of Hispanic Journalists		kolivas@nahj.org	202-662-7145	
L44	Franklin & Marshall College		Joe Gebbie joseph.gebbie@fandm.edu app.joinhandshake.com/ (updated 5/31/18)		
L45	University at Buffalo		app.joinhandshake.com/ (updated 5/31/18)		
L47	Collective Talent		collectivetalent.com		
L48	Hilbert College		purplebriefcase.com		

Total Number of Interviewees Referred: 96

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated [14960]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C69, C97, C100, C116, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C1 Start Date: 2019-01-03
Digital Sales Support Assoc [14551]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C27, C69, C97, C100, C116, C130, C131, C132, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C3 Start Date: 2018-10-08
Dir, Digital [14848]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C130, C131, C132, C134, C165, C167	Code Number: C2 Start Date: 2018-10-08
Director II [13731]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C38, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C2 Start Date: 2018-04-09
Director II [14608]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C69, C97, C100, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L44, L45, L48	Code Number: C3 Start Date: 2018-10-08
Exec Producer [14906]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C14, C15, C26, C38, C39, C69, C97, C115, C130, C131, C132, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C2 Start Date: 2018-10-22
Multimedia Journalist [14038]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C97, C100, C115, C130, C131, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C2 Start Date: 2018-06-04
Multimedia Journalist [14508]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C97, C100, C115, C130, C131, C134, C165, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L21, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C131 Start Date: 2018-07-23
Photographer II [14810]	C1, C2, C3, C5, C6, C9, C10, C11, C12, C15, C97, C100, C115, C130, C131, C134, C165, C167, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L47, L48	Code Number: C2 Start Date: 2018-10-22

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Producer [14967]	C1, C2, C3, C5, C44, C69, C97, C100, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L48	Code Number: C100 Start Date: 2019-01-28
Producer [JR020105]	C1, C2, C3, C5, C69, C97, C100, C115, C130, C131, C132, C134, L1, L2, L3, L4, L5, L6, L7, L8, L9, L10, L11, L12, L13, L14, L16, L17, L18, L19, L20, L22, L23, L24, L26, L27, L28, L29, L30, L31, L32, L33, L34, L35, L36, L37, L38, L39, L40, L41, L42, L43, L44, L45, L47, L48	Code Number: C1 Start Date: 2019-01-21

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>2/3/18 - Buffalo Broadcasters Association Job Fair; attended by Debbie Nolan, Executive Assistant; Aaron Mason, Assistant News Director; Sue Dobmeier, Creative Services Director, and Catlin Bogard, Digital Director.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>10/3/18 - Niagara County Fall Career Fair; attended by Debbie Nolan, Executive Assistant, Aaron Mason, Assistant New Director, Mike Anger, Chief Engineer.</p> <p>WKBW offers internships to two college students in conjunction with the New York State Broadcasting Association. The students intern in all departments for the first half of their internship and spend the second half in the department of their choice. Maximum 180 hours. Two students were sponsored during this reporting period.</p> <p>WKBW participates in the Scripps Journalism Career Program (JCP) in which applicants are selected from graduates of the Syracuse University/Newhouse School and offered one of these three news learning paths as temporary station employees. The selected graduates report to the Assistant News Director and/or the New Media Director and work with the News Department and peers to become capable of performing the duties of one or more of the following news positions: Multi-Media Journalist, News Producer or Online Content Producer. During the reporting period, four graduates entered this program with the expectation being that they would work at the station for a year and then be considered for permanent employment at this or another Scripps station.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>WKBW-TV sponsors the Buffalo Academy of Performing Arts High School. Each year the station instructs the school to run a contest by having students submit samples of their work as either news stories or vignettes, or to submit an essay explaining what they have learned. The top five are given to the station for judging. Two students received a monetary scholarship of \$250 each for 2018.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

Members of the station's staff, (such as those listed below) were scheduled for appearances as guest speakers. These engagements include discussions on the history of WKBW-TV, its role in the community, the various departments of the television station, the roles and positions within those departments, internship program and overall broadcast operations. They may also include the speakers personal history as to how they selected Broadcasting as their career choice and what they needed to do to break into the field. Also, our Chief Meteorologist, Andy Parker, brings the Weather Machine for demonstrations at various schools. The Weather Machine is capable of producing all types of weather elements, from actual tornados and lightning to snowstorms and just about anything in between. The auditorium presentation is upbeat, edge of your seat, and filled with energy as the secrets of the atmosphere are unlocked and demonstrated with the assistance of student scientists selected from the audience.

2/10/18 - Andy Parker, Chief Meteorologist, spoke at Maplemere for STEM Day
2/16/18 - Fatima Bangura, our Online Content Producer, visited the Newhouse School at Syracuse University and spoke on a panel about news, sports, and programming in the digital age. This was hosted by the NYS Broadcasters Association. 3/1/18 - Andy Parker, Chief Meteorologist, spoke at East Aurora STEM Night 3/21/18 - Jenna Callari, Sports MMJ, spoke at a Sports Broadcasting Class at Canisius College 3/21/18 - Andy Parker, Chief Meteorologist, spoke at John A. Sciole Science Day

4/24/18 - Andy Parker, Chief Meteorologist, appeared at Queen of Heaven School with the Weather Machine 4/25/18 - Andy Parker, Chief Meteorologist, appeared at Glendale School with the Weather Machine 4/29/18 - Andy Parker, Chief Meteorologist, appeared at the Invention Convention at Buffalo Public Library 5/3/18 - Andy Parker, Chief Meteorologist, appeared at Sinclairville School with the Weather Machine 5/15/18 - Andy Parker, Chief Meteorologist, appeared at Errick Road School with the Weather Machine 5/29/18 - Andy Parker, Chief Meteorologist, appeared at Waterfront Elementary for Science Day 6/6/18 - Andy Parker, Chief Meteorologist, appeared at West Street School with the Weather Machine 6/15/18 - Andy Parker, Chief Meteorologist, appeared at Lindbergh for STEM Day 6/19/18 - Katie Morse, Morning Anchor, Ed Drantch, Morning Anchor, and Aaron Mentkowski, Meteorologist went to St. Mark's School to talk to 3rd grades about working in News. They set up a mini news set for them and had them play the roles of Anchor, Reporter, and Meteorologist.

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>9/27/18 - Charlie Specht, Investigative Reporter, spoke to a TV Journalism Class at St. Bonaventure University 10/30/18 - Andy Parker, Chief Meteorologist, appeared at Maryvale School with the Weather Machine 11/1/18 - Jeff Russo, Evening Anchor, spoke at a communications class at Buffalo State College 11/10/18 - Andy Parker, Chief Meteorologist, appeared at Buffalo State College for Science Day 11/15/18 - Jenna Callari, Sports MMJ, spoke at a broadcast journalism class at Medaille College 11/16/18 - Katie Morse, Morning Anchor, attended Career Day at Williamsville East 12/3/18 - Jeff Russo, Evening Anchor, spoke at the Frederick Law Olmsted School #64 12/12/18 - Andy Parker, Chief Meteorologist, appeared at Highland School with the Weather Machine</p>
	<p>1/4/19 - Andy Parker, Chief Meteorologist appeared at Windermere Elementary with the Weather Machine</p>