

2008 WKBW-TV PUBLIC FILE REPORT

Period Covered: January 21, 2008 – January 31, 2009

STATION WKBW-TV

FACILITY ID: 54176

Licensee: WKBW-TV License, Inc.

Address: 767 Third Avenue, 34<sup>th</sup> Floor, New York, NY 10017

Community of License: Buffalo, NY

1. The following are all full time job vacancies filled between January 21, 2008 and January 31, 2009, identified by job title and indicating the recruitment source that referred the successful candidate.

<u>Position</u>	<u>Referring Recruitment Source</u>
Producer*	Knew a current employee
Producer*	This is a current Intern-saw internal posting
Account Executive	Referred by a current employee
Account Executive Trainee	Referred by TVJobs.com
Operations Engineer/Vacation Relief	Referred by current employee
Sports Producer/Part Time	Referred by wkbw.com
Operations Engineer/PT	This is a current temp employee
News Director	This is a current Employee

\*These two positions were inadvertently left off of last year's report due to administrative oversight.

2. Total number of persons interviewed for full-time vacancies between January 21, 2008 and January 31, 2009: 16

3. Except where noted, every source listed below was contacted for each of the station's open positions between January 21, 2008 and January 31, 2009:

MARY WATKINS  
BAPTIST MINISTERS CONFERENCE OF BUFFALO  
C/O CALVARY BAPTIST CHURCH  
1184 GENESEE STREET  
BUFFALO, NEW YORK 14211  
896-9483

DR. JUDY JONES  
BLACK LEADERSHIP FORUM  
21 FORDHAM DRIVE  
BUFFALO, NEW YORK 14216  
825-3618

JOE LEONARD JR.  
BLACK LEADERSHIP FORUM  
910 17<sup>TH</sup> STREET NW  
SUITE 317  
WASHINGTON DC 20006  
202-689-1965

MR. JOHN E. SMITH  
BLACK MEDIA COALITION  
225 HASTINGS  
BUFFALO, NEW YORK 14215  
835-0242

MS. BRENDA MCDUFFIE  
BUFFALO URBAN LEAGUE  
15 E. GENESEE STREET  
BUFFALO, NEW YORK 14203  
854-7625

THE CHALLENGER  
1337 JEFFERSON AVENUE  
BUFFALO, NEW YORK 14208  
897-0442

MRS. BARBARA SHAW, PRESIDENT  
COALITION OF 100 BLACK WOMEN  
56 GAIL AVENUE  
BUFFALO, NEW YORK 14215  
832-1834

EVONNE MATHEWS  
CAREER PLANNING & PLACEMENT  
COLUMBIA COLLEGE CHICAGO  
600 S. MICHIGAN AVENUE  
CHICAGO, IL 60605  
312-344-8521

PAULETTE FIELDS  
COMMUNITY ACTION ORGANIZATION  
OF ERIE COUNTY, INC.  
70 HARVARD PLACE  
BUFFALO, NEW YORK 14209  
881-5150

THE CRITERION  
623-625 WILLIAM STREET  
BUFFALO, NEW YORK 14206  
853-2973

DAVE RUBY  
DIGITAL WAVE PRODUCTIONS  
FAIRFAX ACADEMY  
3500 OLD LEE HWY.  
FAIRFAX, VA 22030  
703-219-2249

FRAN SCHMIDT, DIRECTOR  
D'YOUVILLE COLLEGE CAREER DEVELOPMENT CENTER  
320 PORTER AVENUE  
BUFFALO, NEW YORK 14201  
829-8000

ANN WALIGORA  
DIRECTOR OF WORKFORCE DEVELOPMENT  
ECC CAST PROGRAM  
295 MAIN STREET  
ROOM 733  
BUFFALO, NEW YORK 14203  
851-1230

JOHN CAPPELLINO  
ERIE COUNTY INDUSTRIAL DEVELOPMENT AGENCY (ECIDA)  
275 OAK STREET  
BUFFALO, NEW YORK 14203  
856-6525

ADRIAN RODRIGUEZ  
EQUAL EMPLOYMENT OPPORTUNITY DIVISION OF ERIE COUNTY (EEO)  
95 FRANKLIN STREET, ROOM 1651  
BUFFALO, NEW YORK 14202  
858-7542  
858-8464 (FAX)

AMY DVORAK  
ERIE COUNTY DEPT. OF SOCIAL SERVICES  
EMPLOYMENT DIVISION  
478 MAIN STREET  
2<sup>ND</sup> FLOOR  
BUFFALO, NY 14202  
858-1622

IVY DIGGS-WASHINGTON  
EVERYWOMAN OPPORTUNITY CENTER, INC.  
237 MAIN STREET, SUITE 330  
BUFFALO, NEW YORK 14203  
847-1120

BETTY BEHR  
EVERYWOMAN OPPORTUNITY CENTER, INC.  
899 NIAGARA FALLS BLVD., REAR  
AMHERST NY 14226  
837-2260

FORTY PLUS OF BUFFALO  
282 WALNUT STREET  
EAST AURORA, NEW YORK 14052-2949  
856-0491

FREEDOM, JUSTICE & HOPE, INC.  
P.O. BOX 12  
CENTRAL PARK STATION  
BUFFALO, NY 14215  
518-426-3188

MINISTER BRENDA SHERMAN  
GOD HEARS YOUR CRY  
WORDS OF ENCOURAGEMENT  
247 WYOMING AVENUE  
BUFFALO NY 14215  
713-0929

MR. ALBERTO J. DELVALLE, EXECUTIVE DIRECTOR  
HISPANICS UNITED OF BUFFALO  
ASHBURY SHALOM: ZONE  
520 7<sup>TH</sup> STREET  
BUFFALO, NEW YORK 14201  
886-0079

MISS LINDA HILBIJ  
CAREER TRANSITION SPECIALIST  
IROQUIS JOB CORPS. CENTER  
11780 TIBBETS ROAD  
MEDINA, NEW YORK 14103  
585-798-7000

JOB REFERRAL MINISTRY  
159 GRIDER STREET  
BUFFALO NY 14215  
894-2971  
895-8178 (FAX)

MR. MICHAEL HILL  
EXECUTIVE DIRECTOR  
LANGSTON-HUGHES INSTITUTE  
25 HIGH STREET  
BUFFALO, NEW YORK 14203  
881-3266

REVEREND KENYATTA COBB  
MT. OLIVE WORKFORCE READINESS MINISTRY  
701 EAST DELAVAN AVENUE  
BUFFALO, NY 14215  
895-7494  
895-7619 (FAX)

MAYNARD INSTITUTE  
1211 PRESERVATION PARKWAY  
9<sup>TH</sup> FLOOR  
OAKLAND, CALIFORNIA 94612  
510-891-9202

MR. MESIAH  
NAACP  
1490 JEFFERSON AVENUE  
BUFFALO, NEW YORK 14208  
884-7242

DAVID RICHARDSON  
NAT'L. ASSN. OF BLACK SALES PROFESSIONALS  
503 SOUTHPARK ROAD  
CHICAGO IL 60304  
877-676-1992

*(This source was used for the Account Executive and Account Executive Trainee positions only)*

MR. ALEX NOGALES  
NATIONAL HISPANIC MEDIA COALITION  
1201 W. 5<sup>TH</sup> STREET  
SUITE T205  
LOS ANGELES, CALIFORNIA 90017  
213-385-1505 – PHONE  
213-746-1305 - FAX

MICHAEL MEYER  
NATIVE AMERICAN COMMUNITY SERVICES  
1005 GRANT STREET  
BUFFALO, NY 14207  
874-4460

LEELA SHEGONNEE  
NATIVE AMERICAN INDEPENDENT LIVING SERVICES  
3108 MAIN STREET  
BUFFALO, NY 14214-1384  
836-0822 X111

MS. PATRICIA BLAKEMORE  
CAREER SERVICES  
NEW ENGLAND INSTITUTE OF TECHNOLOGY  
2500 POST ROAD  
WARWICK, RHODE ISLAND 02886  
401-739-5000

MR. GREG ROSS  
NIAGARA FALLS GAZETTE  
310 NIAGARA STREET  
NIAGARA FALLS, NEW YORK 14303  
284-9944  
282-2311

MR. MIKE SKOWRONSKI  
ASSISTANT DIRECTOR/CAREER DEVELOPMENT  
JOB LOCATION PROGRAM  
NIAGARA UNIVERSITY  
NIAGARA FALLS, NEW YORK 14109  
286-8535

MR. PAUL DEMAIN, PRESIDENT  
NEWS FROM INDIAN COUNTRY  
ROUTE 2, BOX 2900-A  
HAYWARD, WISCONSIN 54843  
715-634-5226

DEPUTY SPEAKER ASSEMBLYMAN ARTHUR O. EVE  
NEW YORK STATE ASSEMBLY  
P.O. BOX 12  
BUFFALO, NY 14215-0012  
895-2464

OPERATION PUSH, BUFFALO  
930 50<sup>TH</sup> STREET  
CHICAGO IL 60615  
312-375-3366

DOUGLAS LEE  
ORGANIZATION OF CHINESE AMERICANS  
1322 18<sup>TH</sup> STREET  
WASHINGTON, D.C. 20036  
202-223-5500 - PHONE  
202-296-0540 - FAX

REV. MICHAEL CHAPMAN  
PROGRESSIVE NATIONAL BAPTIST CONVENTION  
ST. JOHN BAPTIST  
184 GOODELL STREET  
BUFFALO, NEW YORK 14204  
852-4504

HENRIETTA COLEMAN  
78 RESTORATION CORPORATION  
38 EMERSON PLACE  
BUFFALO, NEW YORK 14209  
884-0815

DEVONE GARDNER  
HR DEPT.  
SENECA NATION OF INDIANS  
1490 ROUTE 438  
IRVING, NEW YORK 14081  
532-4900

MS. BRENDA SHERMAN  
SOUTHERN CHRISTIAN LEADERSHIP CONFERENCE  
P.O. BOX 1191, ELLICOTT STATION  
BUFFALO NY 14205  
892-7529

KAREN HANNAH  
SUPPORTED EMPLOYMENT DEVELOPMENT  
SPECIALIZED SPORTS SERVICES, INC.  
2495 MAIN STREET  
SUITE 439  
BUFFALO, NEW YORK 14214  
836-7235  
831-8091

BARBARA A. NEVERGOLD, PH.D.  
STATE UNIVERSITY OF NEW YORK @ BUFFALO  
EDUCATIONAL OPPORTUNITY CENTER  
465 WASHINGTON STREET  
BUFFALO, NEW YORK 14203  
849-6744

BRIDGET LICHTINGER  
CAREER DEVELOPMENT CENTER  
SYRACUSE UNIVERSITY  
215 UNIVERSITY PLACE  
SYRACUSE, NEW YORK 13244  
315-443-1870

TURNING THE WORLD UPSIDE DOWN MINISTRIES  
ELIM CHRISTIANFELLOWSHIP  
P.O. BOX 146  
BUFFALO, NY 14215  
832-7698

JAMES KULBACKI, DIRECTOR  
AND BARBARA ZIP  
WELFARE TO WORK EMPLOYMENT & TRAINING PROGRAM  
478 MAIN STREET  
ROOM 210  
BUFFALO, NEW YORK 14202  
858-7481/858-7754

**Faxed or e-mailed To:**

Posted Internally

All Granite Stations

Debbie Sand – WPTA [debbies@wpta.com](mailto:debbies@wpta.com)  
Ken Bianchi – WB20 [k.bianchi@wb20detroit.com](mailto:k.bianchi@wb20detroit.com)  
Pete Louck – WEEK [elouck@week.com](mailto:elouck@week.com)  
Rita Johnsen – KBJR [rjohnsen@kbjr.com](mailto:rjohnsen@kbjr.com)  
Shari Eames – WTVH [seames@wtvh.com](mailto:seames@wtvh.com)  
Sheelee Chew – WB20 [schew@wb20.com](mailto:schew@wb20.com)  
Sherry Paolucci – WB20 [spaolucci@tv20detroit.com](mailto:spaolucci@tv20detroit.com)

National Assoc. of Hispanic Journalists – [jobbank@nahj.org](mailto:jobbank@nahj.org) (*Producer positions, Multi-Media Journalist position and Sports Producer (PT) position, News Director position only*)

Connecticut Schools of Broadcasting – [nicsb@aol.com](mailto:nicsb@aol.com) (Janet Hutsebaut) (*Account Executive Trainee position only*)

Talent Dynamics – [davis@talentdynamics.com](mailto:davis@talentdynamics.com) (*Producer positions, Multi-Media Journalist position, Sports Producer (PT) position, and Operations Engineer (PT) position, News Director position only*)

New England College – Gene Durkee, Director [edurkee@nec.edu](mailto:edurkee@nec.edu) 603-428-2358 (*Sports Producer position, Operations Engineer (PT) position, Multi-Media Journalist position, Operations Engineer (temp) position only*)

NYS Dept. of Labor – 851-2702

Genesee Community College – [CTC@genesee.edu](mailto:CTC@genesee.edu) (*Operations Engineer (PT) position, Multi-Media Journalist position, Operations Engineer (temp) position, Account Executive Trainee position, Sports Producer (PT) position only*)

Erie Community College – Marlene Snedden [snedden@ecc.edu](mailto:snedden@ecc.edu) (*Operations Engineer (PT) position, Operations Engineer (temp) position, Multi-Media Journalist position, Account Executive position, Account Executive Trainee position, and Sports Producer (PT) position only*)

Broadcasting & Cable – Jon Kemp [Jon.kemp@reedbusiness.com](mailto:Jon.kemp@reedbusiness.com) (*News Director position only*)

TV Week – [classifieds@tvweek.com](mailto:classifieds@tvweek.com) (*News Director position only*)

Internet:

NAB – [www.nab.org](http://www.nab.org) (*Producer positions, Account Executive and Account Executive Trainee position, Operations Engineer (temp) position, and Sports Producer (PT) position only*)

WKBW-TV – [www.wkbw.com](http://www.wkbw.com)

SBE – [www.sbe.org](http://www.sbe.org) (*Operations Engineer (PT) position and Operations Engineer (temp position only)*)

NYSBA – [www.nysbroadcasters.org](http://www.nysbroadcasters.org)

TVJOBS – [www.tvjobs.com](http://www.tvjobs.com)

TVB – [www.tvb.org](http://www.tvb.org) (*Account Executive and Account Executive Trainee positions only*)

Spots & Dots – [www.spotsndots.com](http://www.spotsndots.com) (*Account Executive and Account Executive Trainee positions only*)

NABET – [www.nabetcwa.org](http://www.nabetcwa.org) \*\*

Medialine – [www.medialine.com](http://www.medialine.com) (*Producer positions, Multi-Media Journalist position, and Sports Producer (PT) position, News Director position only*)

Leadership Institute – [www.conservativejobs.com](http://www.conservativejobs.com)

Hofstra University – [www.hofstra-csm.symplicity.com](http://www.hofstra-csm.symplicity.com)

Media-Match – [www.media-match.com](http://www.media-match.com) (*Operations Engineer PT position, Producer positions, Multi-Media Journalist position, Operations Engineer (temp) position, Sports Producer (PT) position, News Director position only*)

Rick Gevers & Associates – [rick@rickgevers.com](mailto:rick@rickgevers.com) (*News Director position only*)

\*\*This source entitled to notification

Producer filled 1/08 (2 positions)

1 Interviewee through current employee

1 Interviewee was an intern-saw internal posting

Account Executive Position filled 1/31/08

2 Interviewees through current employees

1 Interviewee through wkbw.com

Account Executive Position filled 3/14/08

1 Interviewee through careerbuilder.com\*

1 Interviewee through TVJobs.com

\*Employer did not post on this site

Operations Engineer/Vacation Relief filled 6/5/08

1 Interviewee through a current employee

Sports Producer/Part Time filled 6/5/08

1 Interviewee through wkbw.com

1 Interviewee past employee

Operations Engineer/PT filled 9/1/08

1 Interviewee as a current temporary employee

News Director filled 1/23/09

- 2 Interviewees were current employees
- 2 Interviewees were contacted by a current employee
- 1 Interviewee through Broadcasting & Cable

4. The following are the long term menu options implemented between January 21, 2008 and January 31, 2009 including a brief description of each:

*Job Fair* – NYSBA Internet Career Fair 3/24/08-3/30/08. This is a career fair sponsored by the NYSBA on the internet. All stations who are members of the NYSBA post their open positions on the site for a one week period. Applicants then send in their resumes either to NYSBA or directly to the station for the positions they want to apply for. The fair is promoted on each station for a two week period prior to the fair.

*Job Fair* – Re-employment 2008 Job Fair sponsored by NYS Dept. of Labor 5/15/08  
– attended by Business Manager, Program Director, Chief Engineer, Chief Photographer, General Manager, HR Coordinator

*Scholarship Program* - WKBW-TV sponsors the Buffalo Academy of Performing Arts High School; two students receive scholarships each year.  
2008 Winners: Christina Conway & Shanese McCoy

*Internship Program* – We offer college students internships year-round in News, Sales, Programming, and Promotion.

5. A copy of this Public File Report is posted on our website: [www.wkbw.com](http://www.wkbw.com).