

WNYO, WUTV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Coordinator	1, 3-10, 12, 14-15, 17-20, 23-42, 44-50, 52	10
Marketing Consultant	1, 3-9, 12-15, 17-20, 23-33, 35-42, 44- 50, 52-53	13
Marketing Consultant	1, 3-9, 12-15, 17-20, 23-33, 35-42, 44- 50, 52-53	13
Automotive / Marketing Consultant	1, 3-9, 12-15, 17-20, 23-42, 44-50, 52- 53	13
Local Sales Assistant	1, 3-9, 12-15, 17-20, 23-30, 32-36, 38- 50, 52-53	13
Local Sales Assistant	1-2, 4-9, 12, 14-15, 17, 19-42, 44-53	23
Promotions Producer	1-2, 4-9, 12, 14-17, 19-21, 23-42, 44-53	16
Inventory Specialist	1-2, 4-12, 14-15, 17, 19-21, 23-42, 44- 53	11

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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	African American Cultural Center 350 Masten Avenue Buffalo, New York 14208 Phone : 716-884-2013 Email : african-cultural350@gmail.com Fax : 1-716-885-2590 Tammy Gaines	N	0
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
3	Bryant & Stratton Business Institute 465 Main Street Buffalo, New York 14203 Phone : 716-884-9120 Email : dwestbrook@bryantstratton.edu Angelette Boddie	N	0
4	Buffalo Federation of Neighborhood Centers 97 Lemon Street Buffalo, New York 14204 Phone : 716-856-0363 Email : lharwell@bfnc.org Fax : 1-716-856-1432 Letrice Harwell	N	0
5	Buffalo State College 1300 Elmwood Avenue Buffalo, New York 14222 Phone : 716-878-5811 Email : askcdc@buffalostate.edu Lynn Rogers	N	0
6	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : 716-854-7625 Email : info@buffalourbanleague.org Joan King	N	0

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7	Canisius College 2001 Main Street Buffalo, New York 14208 Phone : 716-888-2478 Email : abbatoye@canisius.edu Fax : 1-716-888-3212 Eileen Abbatoy	N	0
8	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Cole Rowley	N	0
9	Community Action Organization 70 Harvard Place Buffalo, New York 14209 Phone : 716-881-5150 Email : caohr@roadrunner.com Paulette Fields	N	0
10	Current Employee	N	2
11	Current Employee - Transfer/Promotion	N	1
12	Educational Opportunity Center 465 Washington Street Buffalo, New York 14203 Phone : 716-849-6727 Email : keysor@buffalo.edu Fax : 1-716-849-6755 Margaret Keysor	N	0
13	Employee Referral	N	4
14	Erie Community College North Campus Main & Youngs Rd. Williamsville, New York 14221 Phone : 716-851-1484 Email : abbarno@ecc.edu Fax : 1-716-851-1483 Joseph Abbarno	N	0
15	Erie County Division of EEO 95 Franklin Street Buffalo, New York 14202 Phone : 716-858-7542 Email : carol.bubar@erie.gov Carol Bubar	N	0

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16	Former Employee	N	1
17	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
18	Greater Buffalo Partnership 665 Main St. Suite 200 Buffalo, New York 14203 Phone : 716-852-7100 Email : cmiles@thepartnership.org Ca-Rin Miles	N	0
19	Hilbert College 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : mflynn@hilbert.edu Maura Flynn	N	0
20	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
21	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
22	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0

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23	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	5
24	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
25	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
26	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	0
27	Medaille College 18 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2211 Email : carol.cullinan@medaille.edu Carol Cullinan	N	0
28	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
29	NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : 716-884-7242 Email : naacp@apollo3.com Frank Mesiah	N	0

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30	Niagara County Employment & Training Department 1001 Eleventh Street Niagara Falls, New York 14301 Phone : (716) 278-8213 Email : Bonnie.Rice@niagaracounty.com Fax : 1-716-278-8587 Bonnie S. Rice	N	0
31	Niagara Falls Church of Christ 2011 Tennessee Avenue Niagara Falls, New York 14305 Phone : 716-285-6534 Email : niafallscofc@aol.com Eddie J. Cornelius	N	0
32	Niagara University PO Box 2041 Niagara University Niagara Falls, New York 14109 Phone : 716-286-8500 Email : tmj@niagara.edu Tina Johnston	N	0
33	Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula C. Briggs	N	0
34	NY Job bank - Workforce Consortium Greater Buffalo Works 525 Washington Street Buffalo, New York 14203 Phone : 716-845-6003 Email : carolyn.bright@labor.state.ny.us Fax : 1-716-847-0776 Carolyn Bright	N	0
35	NY State Job Bank - Department of Labor 284 Main Street Buffalo, New York 14202 Phone : 716-851-2694 Email : jobbank.buffalo@labor.ny.gov Job Resources Job Bank	N	0

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36	NYS Broadcasters Association, Inc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
37	Opportunities Unlimited of Niagara Factory Outlet Boulevard Niagara Falls, New York 14304 Phone : 716-297-6400 Email : kwagner@opportunitiesunlimited.org Fax : 1-716-297-7522 Kim Wagner	N	0
38	Oswego - State U of NY 7060 Rt 104 Oswego, New York 13126 Email : sbgresumes@sbgvtv.com Career Center	N	0
39	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0
40	Seneca Nation of Indians 1510 Route 438 I Irving, New York 14081 Phone : (716) 945-1790 Email : rochelle.pierce@sni.org Rochelle Pierce	N	0
41	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0

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42	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbgi.net Email : employment@sbgvtv.com Sharon Pickeral	N	0
43	Station Website	N	1
44	SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-745-4642 Url : http://www.buffalo.edu/career.html Email : jca@buffalo.edu Judith Applebaum	N	0
45	SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Email : sbgresumes@sbgvtv.com Judith Applebaum	N	0
46	SUNY Fredonia 280 Central Avenue Fredonia, New York 14063 Phone : 716-673-3111 Email : careers@fredonia.edu Career Services	N	0
47	Syracuse University 900 S Crouse Ave Syracuse, New York 13244 Email : sbgresumes@sbgvtv.com Career Center	N	0
48	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgvtv.com Broadbean Source	N	0

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49	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
50	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
51	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
52	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
53	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/13/2018	Participation in Job Fairs	<p>Dianne Fancher/Human Resources contact for WUTV/WNYO attended Buffalo State Job & Internship Fair on Tuesday, March 13, 2018 from 11:30am -2pm at the Student Union Social Hall.</p> <p>A number of employers participated and over 200 students were in attendance. Candidates who stopped at our table were given a list of All Sinclair locations and open positions as well as job descriptions for local job openings. Also referred interested applicants to our website to submit a resume for jobs available.</p>	1	Human Resources Contact
2	3/28/2018	Participation in Job Fairs	<p>Dianne Fancher, Human Resources, represented WUTV at the Niagara County Spring Career Fair that was attended by more than 500 students and alumni. CareerFest is an established and well publicized event, providing an opportunity to meet with a diverse pool of talented candidates for job and internship openings in the Broadcast industry.</p>	1	Human resources Coordinator

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3	4/2/2018	Participation in scholarship programs	<p>The Sinclair Broadcast Diversity Scholarship Fund was established in 2016 to provide financial support to college students interested in broadcasting, journalism, and marketing. The Fund plans to award up to 10 scholarships of up to \$5,000 each per year for the next ten years to students from under-represented minority groups who need financial assistance to complete their education.</p> <p>The Fund complements Sinclair's existing widespread internship program as well as Sinclair's long-standing relationships with numerous colleges, including historically black colleges and universities in markets where Sinclair has stations. This Fund is another way for Sinclair to invest in the future of broadcast television, by ensuring that students dedicated to careers in broadcasting can complete their educations.</p>	1	Human Resources Coordinator
4	6/25/2018	Establishment of training programs for station personnel	<p>Creative Services Director attended PROMAX. The only event created exclusively for television station marketing and promotion professionals. With every network, syndicator, and major station group gathered under one roof to share unprecedented insights, business secrets and revolutionary tools that will help staff and the company grow.</p>	1	Creative Services Director

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5	12/3/2018	Provision of training to management	<p>SBG, Inc. and its stations are Equal Opportunity Employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations are based on merit, qualifications and abilities. We recruit, hire, train, promote and make all employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG, Inc., offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment. Newly hired managers and supervisors take web-based training courses titled "Workplace Harassment for Managers" and Business Ethics and Essentials of Interviewing & Hiring: Conducting an Effective Interview", and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: within 90 days of the start of their employment. In addition, ALL employees are required to complete bi-annual online training that reviews these same policies and procedures. These courses are designed to increase and renew awareness, as well as provide for manager and supervisor development and FCC compliance.</p>	3	Human Resources Coordinator SASO Manager Business Manager Creative Services Manager