

WNYO, WUTV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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 |
|-----------------------------------|--|-------------------------------|
| Local Sales Assistant | 1-48 | 11 |
| Inventory Specialist | 1-10, 12-44, 46-48 | 13 |
| Regional National Sales Assistant | 1-9, 12, 14-44, 46-48 | 20 |
| Local Sales Assistant | 1-9, 11-44, 46-48 | 11 |
| Local Sales Assistant | 1-9, 11-44, 46-48 | 13 |
| Regional National Sales Assistant | 1-9, 12, 14-44, 46-48 | 4 |
| Promotions Producer | 1-12, 14-44, 46-48 | 11 |
| Digital Sales Coordinator | 1-9, 11-12, 14-44, 46-48 | 11 |
| Inventory Specialist | 1-10, 12-44, 46-48 | 13 |
| Local Sales Assistant | 1-9, 12-44, 46-48 | 13 |

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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 | Bryant & Stratton Business Institute 465 Main Street Buffalo, New York 14203 Phone : 716-884-9120 Email : dwestbrook@bryantstratton.edu Diane Westbrook | N | 0 |
| 3 | 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 |
| 4 | Buffalo State College 1300 Elmwood Avenue Buffalo, New York 14222 Phone : 716-878-5811 Email : askcdc@buffalostate.edu Lisa August | N | 1 |
| 5 | Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : 716-854-7625 Email : jking@buffalourbanleague.org Joan King | N | 0 |
| 6 | Canisius College 2001 Main Street Buffalo, New York 14208 Phone : 716-888-2475 Email : abbatoye@canisius.edu Fax : 1-716-888-3212 Eileen Abbttoy | N | 0 |

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|-----------|--|---|--|
| 7 | Careerbuilder 8401 Greensboro Dr. Ste 250 McLean, Virginia 22102 Email : sbgresumes@sbgvtv.com Andrew Hamburger | N | 0 |
| 8 | Community Action Organization 70 Harvard Place Buffalo, New York 14209 Phone : 716-881-5150 Email : caohr@roadrunner.com Paulette Fields | N | 0 |
| 9 | Crisis Services 2969 Main Street Buffalo, New York 14214 Phone : 716-831-4408 Email : jpirro@crisisservices.org Jessica Pirro | N | 0 |
| 10 | Current Employee | N | 5 |
| 11 | Current Employee/Internal Promotion | N | 4 |
| 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 | 6 |
| 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 | 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 |
| 17 | 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 |
| 18 | Hilbert College 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : mflynn@hilbert.edu Maura Flynn | N | 0 |
| 19 | Hire a Hero P.O. Box 6808 Morango, California 94705 Phone : 888-501-2278 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source Alicia Lawrence | N | 0 |
| 20 | 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 | 4 |
| 21 | Ithaca College 335 Park School of Communications, Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3244 Email : eloise@ithaca.edu Eloise Greene | Y | 0 |

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|-----------|---|---|--|
| 22 | Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 23 | Linkedin Corporate Solutions 2029 Stierlin Ct. Mountain View, California 94043 Todd Soffian Manual Posting | N | 0 |
| 24 | Medaille College 18 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2000 Email : carol.cullinan@medaille.edu Carol Cullinan | N | 0 |
| 25 | Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk | Y | 0 |
| 26 | NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : 716-884-7242 Email : naacp@apollo3.com Frank Mesiah | N | 0 |
| 27 | Niagara County Community College 3111 Saunders Settlement Road Sanborn, New York 14132 Phone : 716-614-6222 Email : sgugino@niagaracc.suny.edu Elizabeth Killian | N | 0 |
| 28 | 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 |

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|-----------|--|---|--|
| 29 | 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 |
| 30 | Niagara University PO Box 2041 Niagara University Niagara Falls, New York 14109 Phone : 716-286-8500 Email : tmj@niagara.edu Tina Johnston | N | 0 |
| 31 | Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbiggs@nsu.edu Paula C. Briggs | N | 0 |
| 32 | 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 |
| 33 | 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 |
| 34 | NYS Broadcasters Association, Inc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo | N | 0 |

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|-----------|---|---|--|
| 35 | 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 |
| 36 | Oswego - State U of NY 7060 Rt 104 Oswego, New York 13126 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 37 | Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source | N | 0 |
| 38 | 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 |
| 39 | SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source | N | 0 |
| 40 | Sinclair Website 10709 Beaver Dam Rd Hunt Valley, Maryland Phone : 410-568-1517 Url : www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral | N | 0 |

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|-----------|---|---|--|
| 41 | SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Email : ta4@buffalo.edu Tina Argentieri | N | 0 |
| 42 | SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Email : resumes@sbgstv.com Judith Applebaum | N | 0 |
| 43 | SUNY Fredonia 280 Central Avenue Fredonia, New York 14063 Phone : 716-673-3111 Email : careers@fredonia.edu Career Services | N | 0 |
| 44 | Syracuse University 900 S Crouse Ave Syracuse, New York 13244 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 45 | The Art Institute of NYC 218 W 40th St New York, New York 10018 Email : sbgresumes@sbgstv.com Career Center | N | 0 |
| 46 | The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source | N | 0 |
| 47 | 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 |

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|--|---|--|---|
| 48 | US Army Wounded Warrior Program 200 Stovall Street, Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen | Y | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 20 |

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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 | 3/10/2016 | Participation in Job Fairs | Dianne Fancher/Human Resources Coordinator attended Buffalo State Job & Internship Fair on Thursday, March 10, 2016 from 11am-1:30pm in the Student Union Social Hall. Employers seeking students and alumni for full-time positions & internships were welcomed in order to meet candidates from all majors to answer questions about current openings at the station. | 1 | Human Resources Coordinator |
| 2 | 4/2/2016 | 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 |

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| 3 | 4/20/2016 | Participation in Job Fairs | Allison, Eunice, Sheila and Manny represented ALL stations for Sinclair at the National Association of Broadcasters Career Fair, hosted by the NAB Education Foundation, in Las Vegas, NV on April 20, 2016. They met with 200+ potential candidates and reviewed resumes and tapes. All locations and open positions were discussed with interested candidates. They talked with candidates about openings and spoke with hiring managers when they returned about the candidates that were seen. | 4 | Regional HR Manager Human Resources Business Manager Director of Digital Content & Solutions |
| 4 | 4/22/2016 | Provision of training to management | Sinclair Broadcast Group provided web-based compliance and management training to Department Heads and Supervisors at all stations. The purpose of the training is to increase and renew awareness of the companies policies and procedures, manager and supervisor development and FCC EEO compliance. | 4 | General Manager Business Manager Human Resources Coordinator Regional SASO Manager |