

WNYO/WUTV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Assistant	1-10, 12-13, 15-18, 20-48, 50	9
Local Sales Assistant	1-8, 10-13, 15-18, 20-48, 50	20
Local Sales Assistant	1-8, 10-13, 15-18, 20-48, 50	11
Marketing Consultant (Entry-Level)	1-8, 10, 12-13, 15-18, 20-30, 32-50	20
Marketing Consultant (Entry-Level)	1-8, 10, 12-13, 15-18, 20-30, 32-50	20
Marketing Associate	1-8, 10-13, 15-25, 27-30, 32-48, 50	39
Marketing Associate	1-8, 10-13, 15-25, 27-30, 32-48, 50	20
Local Sales Assistant	1-8, 10-13, 15-25, 27-30, 32-48, 50	11
Regional National Sales Assistant	14	14
Copy Coordinator	1-8, 10, 12-13, 15-25, 27-30, 32-48, 50	20

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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	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 Lynn Rogers	N	0
5	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : 716-854-7625 Email : info@buffalourbanleague.org Joan King	N	0
6	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

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7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgvtv.com Cole Rowley	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	Current Employee - Transfer/Promotion	N	1
10	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
11	Employee Referral	N	3
12	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
13	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
14	Exigent Circumstances	N	1
15	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgvtv.com Sinclair SilkRoad Source	N	0

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16	Hilbert College 5200 South Park Avenue Hamburg, New York 14075 Phone : 716-649-7900 Email : mflynn@hilbert.edu Maura Flynn	N	0
17	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
18	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
19	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	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	7
21	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
22	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0

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23	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgvtv.com Laura Rehn	N	0
24	Medaille College 18 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2211 Email : carol.cullinan@medaille.edu Carol Cullinan	N	0
25	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
26	NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : 716-884-7242 Email : naacp@apollo3.com Rev. Mark E Blue	N	0
27	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
28	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
29	Niagara University PO Box 2041 Niagara University Niagara Falls, New York 14109 Phone : 716-286-8500 Email : tmj@niagara.edu Tina Johnston	N	0

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30	Norfolk State University 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula C. Briggs	N	0
31	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 Carolyn Bright	N	0
32	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
33	NYS Broadcasters Association, Inc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
34	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
35	Oswego - State U of NY 7060 Rt 104 Oswego, New York 13126 Email : sbgresumes@sbgstv.com Career Center	N	0

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36	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
37	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
38	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
39	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	1
40	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
41	SUNY at Buffalo 259 Capen Hall Buffalo, New York 14260 Phone : 716-645-2231 Email : sbgresumes@sbgstv.com Judith Applebaum	N	0

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42	SUNY Fredonia 280 Central Avenue Fredonia, New York 14063 Phone : 716-673-3111 Email : careers@fredonia.edu Career Services	N	0
43	Syracuse University 900 S Crouse Ave Syracuse, New York 13244 Email : sbgresumes@sbgstv.com Career Center	N	0
44	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
45	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	0
46	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
47	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	0
48	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
49	Word of Mouth Referral	N	1

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50	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	3/7/2019	Participation in Job Fairs	Attended Job & Internship Fair on Thursday, March 7, 2019 from 11:30am-2:00pm Student Union Social Hall at Buffalo State College. It was one of the Biggest Job Fairs attended.	1	Human Resources Contact
2	4/1/2019	Participation in scholarship programs	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. We also aired :15 Scholarship spots from 4/1/19-4/13/19	1	Human Resources Coordinator
3	4/9/2019	Hosting of Job Fair	The Corporate Employment Coordinator, and a local station HR Coordinator represented all Sinclair locations at the job fair hosted by the Broadcast Education Association in coordination with the April 2019 NAB Show, in Las Vegas, NV. They met with potential candidates and reviewed resumes, tapes, discussed current job vacancies and future job opportunities/possibilities at the locations across the country.	2	Corporate Employment Coordinator Station HR Coordinator
4	6/16/2019	Establishment of training programs for station personnel	Creative Service Director, Candice Zoeller attended PROMAX Station Summit 2019. The only even created exclusively for television station marketing and promotion professionals.	1	Creative Services Director

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5	8/21/2019	Participation in job banks, internet programs and other programs designed to promote outreach	WUTV and WNYO-TV participated in an inaugural Career Fair with our advertising client, Niagara County Employment and Training held in Wurlitzer Park, North Tonawanda, New York and over 150 job applicants and 30 employers participated. Our station manned a booth that surveyed participants on their career skills and training needs. In return for filling out the survey, we have gave away small prizes provided by our promotions department.	1	Marketing Consultant
6	8/26/2019	Establishment of training programs for station personnel	Sinclair Broadcast Group, Inc. provided to all employees a web-based training program on the topics of Business Ethics, Workplace Harassment Prevention for Employees, State of New York and NYC. All WUTV/WNYO employees are required to complete assigned courses.	4	Human Resources Contact General Manager Business Manager SASO Manager
7	9/25/2019	Participation in Job Fairs	Dianne Fancher, Human Resources, represented WUTV at the Niagara County Fall Career Fair at the Four Points by Sheraton in Niagara Falls, NY.	1	Human Resources Contact