

Annual EEO Public File Report Form

WUTV/WNYO-Buffalo Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): [Station Call Sign(s) and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning **February 1, 2008** to and **January 31, 2009** (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c) (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from **February 1, 2008** to **January 31, 2009**

Station(s) Comprising Station Employment Unit:
[WUTV/WNYO-Buffalo, New York]

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Director of Marketing	Employee Referral	4
2	Promotions Producer	Employee Referral	2
3	Account Executive	CareerFest/Job Fair at the Millennium	7
4	Account Executive	Employee Referral	8
5	Master Control Operator	Sinclair web site	6
6	Business Manager	Promotion (internal)	1
7	Asst. Business Manager	Sinclair web site	3
8	Master Control Operator	Employee Referral	5

Total Number of Persons Interviewed During Applicable Period: 36

ATTACHMENT C

Appendix 2 to

Sample Annual EEO Public File Report Form

Covering the Period from 2/1/08 to 1/31/09

Station(s) Comprising Station Employment Unit: WUTV/WNYO-Buffalo, NY

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	African American Cultural Center 350 Masten Avenue Buffalo, NY 14208 c/o Tammy Gaines Aacc@wzrd.com 716-884-2013	0 0	Account Executives Master Control Operator
B	Bryant & Stratton Business Institution Diane Westbrook 465 Main Street Buffalo, NY 14203 716-884-9120	0 0	Account Executives Master Control Operators
C	Buffalo Access Center 290 Main Street – Rm 425 Buffalo, NY c/o Carol Leclair/Personnel Dept. 716-851-3763	0 0	Master Control Operators Account Executives
D	Buffalo & Erie County Private Industry Council (PIC) 275 Oak Street Buffalo, NY 14203 716-845-6003	0 0	Master Control Operators Account Executives
E	Buffalo Federation of Neighborhood Centers c/o Jan Peters 97 Lemon Street Buffalo, NY 14204 716-856-0363	0 0	Account Executives Master Control Operators

G	Buffalo State College c/o Lisa August/Career Development Center 1300 Elmwood Avenue Buffalo, NY 14222 716-878-4000	0 0	Account Executives Master Control Operators
H	Buffalo Urban League 15 Genesee Street Buffalo, NY 14203 c/o Joan King JKing@buffalourban. org 716-854-7625	0 0	Account Executive Master Control Operators
I	Canisius College c/o Barbara Irwin 2001 Main Street Buffalo, NY 14208 716-883-7000	0 0	Account Executives Master Control Operators
J	Careerbuilder 8401 Greensboro Dr, Ste 250 McLean, VA 22102 c/o Allison Weitzman / Account Executive Careerbuilder.com	0 0 0 0 0	Account Executives Master Control Operators Director of Marketing Promotions Producer Business Manager Assistant Business Manager
K	CareerFest 2008 Millennium Airport Hotel 2040 Walden Avenue Buffalo, NY 14225 716-2400	1 0	Account Executive Master Control Operators
L	Community Action Organization of Erie County. Inc. Human Resources 70 Harvard Street Buffalo, NY 14209 716-881-5150	0 0	Account Executives Master Control Operators
M	Crisis Services c/o Synta Adams 2969 Main Street Buffalo, NY 14214 716-834-1144	0 0	Account Executives Master Control Operators
N	D'Youville College 320 Porter Avenue Buffalo, NY 14201 c/o Fran Schmidt 716-829-8000	0 0	Account Executives Master Control Operators
O	Educational Opportunity Center	0 0	Account Executive Master Control Operator

	c/o Patricia Moss 465 Washington Street Buffalo, NY 14203 716-849-6727		
P	Employee Referrals	1 1 3 1	Director of Marketing Promotions Producer Account Executives Master Control Operators
Q	Erie Community College Main & Youngs Road Williamsville, NY 14221 c/o John Dowd 716-851-1002	0 0	Master Control Operators Account Executives
R	Erie County Dept. of Labor attn: Carolyn Bright 290 Main St. Buffalo/14202 716-851-2750	0 0	Account Executives Master Control Operators
S	Erie County Division of EEO 95 Franklin Street Buffalo, NY 14202 c/o Charles Aughtry 716-858-7542	0 0	Account Executives Master Control Operators
T	Erie One BOCES 355 Harlem Road West Seneca, NY 14224 c/o Sharon Kaiser 716-821-1421	0 0	Account Executives Master Control Operators
U	Everywoman Opportunity Center 237 Main Street – Suite 330 Buffalo, NY 14203 c/o Ivy Diggs Washington 716-847-1120	0 0	Master Control Operators Account Executives
V	Greater Buffalo Partnership 300 Main Place Tower Buffalo, NY 14202 attn: Cara Rosenthal 716-852-7100	0 0	Master Control Operators Account Executives
W	Hispanics United of Buffalo 254 Virginia Street Buffalo, NY 14201 c/o Darlene Mercado 716-856-7110	0 0	Master Control Operators Account Executives Research Coordinator
X	Internal Applicants	3 1	Director of Marketing Promotions Producer
Y	Key Resource Group	0	Account Executives

	6028 Sheridan Drive Williamsville, NY 14231 c/o Kirsten Costrino 716 – 631-3951	0	Master Control Operators
Z	Medaille College Career development 18 Agassiz Circle Buffalo, NY 14214 c/o Pat Hammond 716-884-3281	0 0	Account Executives Master Control Operator
AA	New York State Broadcasters Association, Inc. 1805 Western Avenue Albany, NY 12203 518-456-8888 www.nysbroadcastersassn.org	0 0	Account Executives Master Control Operators
BB	New York State Dept. of Labor/Job Resources/Job Bank 284 Main Street Buffalo, NY 14202 www.labor.state.ny.us 716-851-26000	0 0	Account Executives Master Control Operators
CC	Niagara Community Action Program 1521 Main Street Niagara Falls, NY 14305 c/o Ron Ashker 716-284-2258	0 0	Account Executives Master Control Operators
DD	Niagara Falls Church of Christ c/o Eddie J. Cornelius 359 14 th Street Niagara Falls, NY 14303 716-285-6534	0 0	Account Executives Master Control Operators
EE	Niagara Frontier Vocational Rehab. 255 Great Arrow Ave. Buffalo, NY 14207 716-982-0161	0 0	Account Executives Master Control Operators
FF	Niagara University P.O. Box 2041 Niagara University, NY 14109 c/o Career Development 716-286-8500	00 00	Account Executives Master Control Operators
GG	Opportunities Unlimited of Niagara c/o Daniel Colpoys Factory Outlet Blvd. Niagara Falls, NY 14304	0 0	Account Executives Master Control Operators

	716-297-6400		
HH	Promotions (Internal)	1	Business Manager
II	Seneca Nation of Indians c/o Geraldine Memmo 1510 Route 438 Irving, NY 14081 716-532-92210	0 0	Account Executives Master Control Operators
JJ	Seventy Eight Restoration attn: Henrietta Coleman 38 Emerson Street Buffalo, NY 14209 716-884-0815	0 0	Account Executives Master Control Operators
KK	Sinclair Broadcast Group www.sbgi.net 10706 Beaver Dam Road Cockeysville, MD 21030 Sharon Pickeral	3 11 10	Assistant Business Manager Account Executives Master Control Operators Director of Marketing Promotions Producer Business Manager Assistant Business Manager
LL	SUNY at Buffalo Career Services 259 Capen Hall Buffalo, NY 14260 716-645-2231	0 0	Account Executives Master Control Operators
MM	SUNY College @ Fredonia Career Development Fredonia, NY 14263 716-673-3111	0 0	Account Executives Master Control Operators
NN	www.tvjobs.com Mark Holloway PO Box 4116 Oceanside, CA 92052	0 0 0	Account Executives Master Control Operators Director of Marketing Promotions Producer Business Manager Assistant Business Manager
OO	Urban Christian Ministries c/o Cleveland Howell 967 Jefferson Avenue Buffalo, NY 14204 716-882-9472	0 0	Account Executives Master Control Operators
PP	WUTV-TV & WNYO-TV (:30 sec) On-Air Spots 699 Hertel Avenue – Suite 100 Buffalo, NY 14207 716-447-3202	0 0	Account Executive Master Control Operators

QQ	www.wutv.com Station Websites Dianne Fancher 699 Hertel Ave Buffalo, NY 14204	0 0 0 0 0 0 0	Account Executives Master Control Operators Director of Marketing Promotions Producer Business Manager Assistant Business Manager

- WUTV and WNYO looks for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer to job opportunities we may have. From February 1, 2008 to January 31, 2009 no organizations have requested notification of vacancies.**

ATTACHMENT C

Appendix 3 to

Sample Annual EEO Public File Report Form

Covering the Period from 2/1/08 to 1/31/09

Station(s) Comprising Station Employment Unit WUTV/WNYO

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WUTV/WNYO-BUFFALO, NY

JOB FAIR

Date of Station Participation: February 28, 2008
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: CareerFest 2008 at University at Buffalo

Description of the activities: Attended by more than 1700 students, Career Fest is an established and well publicized event, which provides businesses with an opportunity to meet with a diverse pool of talented candidates for job openings. The University at Buffalo is the flagship campus of SUNY system and is the largest public university in all of New York and New England, enrolling approximately 27,000 students. This event attracts undergraduate and graduate level students in a variety of majors.

JOB FAIR

Date of Station Participation: March 13, 2008
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: Buffalo State College's Job Fair 2008

Description of the activities: The event attracted approximately 300 job candidates, including Students from other colleges and universities in the Western New York area. Over 45 employers attended the event. Niagara is a four-year liberal arts institution with an enrollment of approximately 4,000 students in its undergraduate and graduate programs.

JOB FAIR

Date of Station Participation: March 26, 2008
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: Niagara University Career Expo 2008

Description of the activities: The event attracted approximately 300 job candidates, including Students from other colleges and universities in the Western New York area. Over 50 employers attended the event. Niagara is a four-year liberal arts institution with an enrollment of approximately 4,000 students in its undergraduate and graduate programs.

JOB FAIR

Date of Station Participation: May 20, 2008
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: CareerFest/Millennium Airport Hotel

Description of the activities: The event was attended by over 600 job seekers and 47 vendors participated. The event was well publicized in the Buffalo Newspaper and a continental breakfast and lunch was provided to participating vendors.

JOB FAIR

Date of Station Participation: September 23, 2008
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: CareerFest Fall '07/University at Buffalo

Description of the activities: Attended by more than 1800 students, CareerFest is an established and well publicized event, which provides businesses with an opportunity to meet with a diverse pool of talented candidates for job openings. The University at Buffalo is the flagship campus of the SUNY system, with approximately 26,000 students and the most comprehensive range of academic programs in the system. This event, billed as “the job fair for everyone”, attracts undergraduate and graduate level students in a variety of majors. We found our experience on campus to be pleasant and productive. Over 65 employers participated and over 40 resumes were collected.

JOB FAIR

Date of Station Participation: January 14, 2009
Participating Employees: Dianne Fancher/Human Resources Manager
Host/Sponsor of Activity: Cheektowaga Chamber of Commerce 4th Annual Job Fair

Description of the activities: The Cheektowaga Chamber of Commerce and CCC Charities, Inc. in conjunction with the Walden Galleria Mall held there 5th Annual Job Fair. There were 35 vendors, attracted by hundreds of potential job seekers.

WEB BASED TRAINING

Date of Station Participation: February 21, 2008 – March 28, 2008

Participating Employees: All Employees

Brief Description of Activities: Sinclair Television Group implemented a web-based training program on the topics of Workplace Harassment and Code of Conduct /Ethics and Whistleblower policies for all employees. Web-based training is an Internet-based courseware which uses interactive technology to provide learning and allows the flexibility for everyone to complete the training from a computer at any time. All WUTV/WNYO employees are required to complete assigned courses.

BROADCASTING CAREER FAIR

Date of Station Participation: Week of March 24-30, 2008

Host/Sponsor of Activity: New York State Broadcasters Association

Participating: NYSBA member stations

WUTV/WNYO was co-sponsor of the Broadcasting Internet Career Fair in March 2008. The NYSBA Broadcasting Career Fair was live on the internet the week of March 24-30, 2008. During that week, listeners and viewers had an opportunity to post their resumes, and to apply for jobs which we posted in our "booth". We promoted the site for two weeks, with promotional announcements which was sent by NYS Broadcasters Association.

COMMUNITY EVENT

Date of Station Participation: April 12, 2008

Host/Sponsor of Activity: Kids Escaping Drugs

Participating Employees: Nick Magnini/GM

Our General Manager attended Kids Escaping Drugs telethon and spoke to young adults about jobs at WUTV/WNYO during this all day event held at the Kids Escaping Drugs campus.

EDUCATIONAL EVENTS

Date of Station Participation: December 4, 2008

Host/Sponsor of Activity: Buffalo State College

Participating Employees: Nick Magnini/GM

Our General Manager spoke to a broadcasting class about job opportunities at the station as well as the Company. He had a question and answer period where students could ask about classes needed, what employers look for and how to break into broadcasting.