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## 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, 2009** to and **January 31, 2010** (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.

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from **February 1, 2009** to **January 31, 2010**

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	3 Account Executives	1 CareerBuilder 1 Employee Referral 1 Sinclair website	10
2	Master Control Operator	Internal Hire	1
3	Account Executive	Employee Referral	7
4	Advertising Coordinator	2 Employee Referrals 2 Internal Hires	8
5	Brand Manager	Web site	4
6	Account Executive	Sinclair web site	1
7	Account Executive	Employee Referral	6
8	Copy Coordinator	Employee Referral	1

Total Number of Persons Interviewed During Applicable Period: 38

Appendix 2 to

Sample Annual EEO Public File Report Form

Covering the Period from 2/1/2009 to 1/31/2010

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 0	Account Executives Advertising Coordinator Brand Manager
B	Bryant & Stratton Business Institution c/o Diane Westbrook 465 Main Street Buffalo, NY 14203 dwestbrook@bryantstratton.edu 716-884-9120	0 0 0	Account Executives Advertising Coordinator Brand Manager
C	BuffaloNiagara Jobs.com	1	Advertising Coordinator
D	Buffalo & Erie County Private Industry Council (PIC) c/o Phil Dicarlo 237 Main Street-Ste 900 Buffalo, NY 14203 pdicarlo@wdcinc.org 716-845-6003	0 0 0	Account Executives Advertising Coordinator Brand Manager
E	Buffalo Federation of Neighborhood Centers c/o Jan Peters 97 Lemon Street Buffalo, NY 14204 716-856-0363	0 0 0	Account Executives Advertising Coordinator Brand Manager

F	Buffalo News c/o Ralphine Magby One News Plaza Buffalo, NY 716-849-5523 rmagby@buffnews.com	0	Account Executive
G	Buffalo State College c/o Lisa August/Career Development Center 1300 Elmwood Avenue Buffalo, NY 14222 716-878-4000	0 1 0	Account Executives Advertising Coordinator Brand Manager
H	Buffalo Urban League 15 Genesee Street Buffalo, NY 14203 c/o Joan King JKing@buffalourbanleague. org 716-854-7625	0 0 0	Account Executive Advertising Coordinator Brand Manager
I	Canisius College c/o Barbara Irwin 2001 Main Street Buffalo, NY 14208 716-883-7000	0 0 0	Account Executives Advertising Coordinator Brand Manager
J	Careerbuilder 8401 Greensboro Dr, Ste 250 McLean, VA 22102 c/o Allison Weitzman / Account Executive Careerbuilder.com	4 1 1	Account Executives Advertising Coordinator Brand Manager
K	CNY Newspaper Group Binghamton, Ithaca, Elmira c/o Misty Lou Finch 607-798-1271 Mfinch#gannett.com	0	Account Executive
L	Community Action Organization of Erie County. Inc. c/o Paulette Fields/Human Resources 70 Harvard Street Buffalo, NY 14209 716-881-5150	0 0 0	Account Executives Advertising Coordinator Brand Manager
M	Crisis Services c/o Jessica Pirro 2969 Main Street Buffalo, NY 14214 www.crisisservices.org 716-834-1144	0 0 0	Account Executives Advertising Coordinator Brand Manager

N	Educational Opportunity Center c/o Patricia Moss 465 Washington Street Buffalo, NY 14203 716-849-6727	0 0 0	Account Executive Advertising Coordinator Brand Manager
O	Employee Referrals	8 1 2 2	Account Executives Copy Coordinator Advertising Coordinators Brand Manager
P	Erie Community College Main & Youngs Road Williamsville, NY 14221 c/o John Dowd 716-851-1002	0 0 0	Account Executives Advertising Coordinator Brand Manager
Q	Erie County Dept. of Labor attn: Carolyn Bright 290 Main St. Buffalo/14202 716-851-2694	0 0 0	Account Executives Advertising Coordinator Brand Manager
R	Erie County Division of EEO 95 Franklin Street Buffalo, NY 14202 c/o Jane Macras 716-858-7542	0 0 0	Account Executives Advertising Coordinator Brand Manager
S	Erie One BOCES 355 Harlem Road West Seneca, NY 14224 c/o Sharon Kaiser 716-821-1421	0 0 0	Account Executives Advertising Coordinator Brand Manager
T	Everywoman Opportunity Center 237 Main Street – Suite 330 Buffalo, NY 14203 c/o Ivy Diggs Washington 716-847-1120	0 0 0	Account Executives Advertising Coordinator Brand Manager
U	Greater Buffalo Partnership 300 Main Place Tower Buffalo, NY 14202 attn: Cara Rosenthal 716-852-7100	0 0 0	Account Executives Advertising Coordinator Brand Manager
V	Hispanics United of Buffalo 254 Virginia Street Buffalo, NY 14201 c/o Michael Rivera 716-856-7110	0 0 0	Account Executives Advertising Coordinator Brand Manager
W	Internal Applicants	1	Master Control Operator

		3		Advertising Coordinators
X	JOBSapalooza CareerFest Career Services 259 Capen Hall University at Buffalo Buffalo, NY 14260-1635 c/o Judith Applebaum 716-645-2231	4		Account Executives
Y	Medaille College Career development 18 Agassiz Circle Buffalo, NY 14214 c/o Pat Hammond 716-884-3281	0 0 0		Account Executives Advertising Coordinator Brand Manager
Z	<a href="http://www.Monster.com">www.Monster.com</a>	1 0 0		Account Executives Advertising Coordinator Brand Manager
AA	New York State Broadcasters Association, Inc. 1805 Western Avenue Albany, NY 12203 c/o Sandy Messineo 518-456-8888 www.nysbroadcastersassn.org	0 0 0		Account Executives Advertising Coordinator Brand Manager
BB	New York State Dept. of Labor/Job Resources/Job Bank 284 Main Street Buffalo, NY 14202 www.labor.state.ny.us 716-851-2694	0 0 0		Account Executives Advertising Coordinator Brand Manager
CC	Niagara Community Action Program 1521 Main Street Niagara Falls, NY 14305 c/o Ron Ashker 716-284-2258	0 0 0		Account Executives Advertising Coordinator Brand Manager
DD	Niagara Falls Church of Christ c/o Eddie J. Cornelius 359 14 <sup>th</sup> Street Niagara Falls, NY 14303 716-285-6534	0 0 0		Account Executives Advertising Coordinator Brand Manager
EE	Niagara University P.O. Box 2041 Niagara University, NY 14109 c/o Career Development 716-286-8500	0 0 0	0 0	Account Executives Advertising Coordinator Brand Manager Account Executives Advertising Coordinator Brand Manager Magistrate Clerical Operators

FF	Opportunities Unlimited of Niagara c/o Daniel Colpoys Factory Outlet Blvd. Niagara Falls, NY 14304 716-297-6400	0 0 0	Account Executives Advertising Coordinator Brand Manager
GG	Seneca Nation of Indians c/o Geraldine Memmo 1510 Route 438 Irving, NY 14081 716-532-92210	0 0 0	Account Executives Advertising Coordinator Brand Manager
HH	Seventy Eight Restoration attn: Henrietta Coleman 38 Emerson Street Buffalo, NY 14209 716-884-0815	0 0 0	Account Executives Advertising Coordinator Brand Manager
II	Sinclair Broadcast Group <a href="http://www.sbgi.net">www.sbgi.net</a> 10706 Beaver Dam Road Cockeysville, MD 21030	5 0 1 0 0	Account Executives Advertising Coordinator Brand Manager Master Control Operator Copy Coordinator
JJ	Spots N Dots Emily McKay 888-884-2630 ads@spotsndots.com	0	Account Executive
KK	SUNY at Buffalo Career Services 259 Capen Hall Buffalo, NY 14260 716-645-2231	0 0 0 0	Account Executives Advertising Coordinator Brand Manager Master Control Operator
LL	SUNY College @ Fredonia Career Development Fredonia, NY 14263 716-673-3111	0 0 0	Account Executives Advertising Coordinator Brand Manager
MM	Urban Christian Ministries c/o Cleveland Howell 967 Jefferson Avenue Buffalo, NY 14204 716-882-9472	0 0 0	Account Executives Advertising Coordinator Brand Manager
NN	WUTV-TV & WNYO-TV (:30 sec) On-Air Spots 699 Hertel Avenue – Suite 100 Buffalo, NY 14207 716-447-3202	1	Account Executives
OO	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	0 0	Account Executives Advertising Coordinator

		0 0	Copy Coordinator Brand Manager
PP	<a href="http://www.WNYJobs.com">www.WNYJobs.com</a>	1	Account Executive
QQ	<a href="http://www.wutv.com">www.wutv.com</a>	0	Account Executive

- 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, 2009 to January 31, 2010 no organizations have requested notification of vacancies.**

Appendix 3 to

Sample Annual EEO Public File Report Form

Covering the Period from 2/1/09 to 1/31/2010

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 17, 2009  
Participating Employees: Dianne Fancher/Human Resources Manager  
Host/Sponsor of Activity: CareerFest Fall '09/University at Buffalo

Description of the activities: Attended by more than 1000 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. This event, billed as "The Job Fair for Everyone," attracts undergraduate and graduate-level students in a variety of majors.

**JOB FAIR**

Date of Station Participation: March 12, 2009  
Participating Employees: Dianne Fancher/Human Resources Manager  
Host/Sponsor of Activity: Buffalo State College's Job Fair 2009

Description of the activities: Over 500 students, including Students from other colleges and universities in the Western New York area. More than 40 companies and organizations on hand at the event.

**JOB FAIR**

Date of Station Participation: March 25, 2009  
Participating Employees: Dianne Fancher/Human Resources Manager  
Host/Sponsor of Activity: Niagara University Career Expo 2009

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: January 5, 2010

Participating Employees: Dianne Fancher/Human Resources Manager

Host/Sponsor of Activity: Western New York's Job and Internship Fair / JobSapalooza 2010

Description of the activities: More than 2,000 job seekers braved subfreezing temperatures seeking face time with the more than 70 employers at Jobsapalooza, a job fair put together for the past 12 years by the University at Buffalo.

Crowded lines of impeccably groomed candidates thronged the halls of the Buffalo Niagara Convention Center, clutching resumes and practicing "elevator speeches." But gray-haired attendees considerably outnumbered the recent college graduates for which the job fair was originally intended.

## **JOB FAIR**

Date of Station Participation: January 13, 2010

Participating Employees: Dianne Fancher/Human Resources Manager

Host/Sponsor of Activity: Cheektowaga Chamber of Commerce 5th 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. This year's event was a success with 30+ employers participating in the event and hundreds and hundreds of potential job seekers attending the event. The feedback received from vendors and job seekers was very positive.

## **EDUCATIONAL EVENTS/ COMMUNITY INVOLVEMENT**

Date of Station Participation: April 4, 2009

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.

### **WEB BASED TRAINING**

Date of Station Participation: February 1, 2009 – January 31, 2010

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.