

WUHF-TV
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
On-Air Talent	1-26, 29-46, 48-79	16
On-Air Talent	1-26, 29-46, 48-79	54
General Assignment Reporter	1-15, 17-26, 29-79	54
General Assignment Reporter	1-4, 6-15, 17-79	28
Photographer	1-4, 6-15, 17-27, 29-79	26
Sales Account Executive	1-4, 6, 8-26, 29-35, 37-61, 63-79	16

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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	Action for a Better Community, Inc. 550 East Main Street Rochester, New York 14604 Phone : 585-325-5116 Url : http://www.abcinfo.org Email : dwilson@abcinfo.org Desiree Wilson	Y	0
2	Ad Council of Rochester 274 North Goodman Street Suite B269 Rochester, New York 14607 Phone : 585-442-0200 Url : http://www.adcouncilroch.org Email : alattanzio@adcouncilroch.org Aaron Lattanzio	N	0
3	Alfred State College SDC 204, 10 Upper College Drive Alfred, New York 14802 Phone : 607-587-4385 Url : http://www.alfredstate.edu Email : morsmaem@alfredstate.edu Elaine Morsman	Y	0
4	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Phone : 607-871-2164 Url : http://www.alfred.edu/cdc Email : cdc@alfred.edu Peggy Broderick	Y	0
5	Art Institute of NY 218 W 40th St New York, New York 10018 Phone : 954-308-2620 Url : http://www.aii.edu Email : wwagner@aii.edu Wendy Wagner	N	0
6	Baden Street Settlement, Inc. 152 Baden Street Rochester, New York 14605 Phone : 585-325-4350 Url : http://www.badenstreet.org Email : ebarnes@badenstreet.org Earl Barnes	N	0

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7	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : 210-828-6664 Url : http://www.broadcastimage.com Email : lrickel@broadcastimage.com Larry Rickel	N	0
8	Bryant & Stratton College 1225 Jefferson Road Rochester, New York 14623 Phone : 585-720-0660 Url : http://www.bryantstratton.edu Email : kkhenry@bryantstratton.edu Kelly Henry	N	0
9	Career Systems Development Corporation 96 College Avenue Second Floor Rochester, New York 14607 Phone : 585-544-4880 Url : http://www.careersystems.com Email : cfair@careersystems.com Cynthia Fair	N	0
10	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Phone : 800-891-8880 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Andrew Hamburger	N	0
11	CCNMA: Latino Journalist of California ASU Walter Cronkite School of Journalism 725 West Arizona Ave, Suite 102 Santa Monica, California 90401 Phone : 310-458-8040 Url : http://www.ccnma.org Email : cnmainfo@ccnma.org Sylvia Wells	N	0
12	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Columbia Journalism School Graduate School 207 Journalism, MC 3801 **News Only** New York, New York 10027 Phone : 212-854-4422 Url : http://www.journalism.columbia.edu Email : cujsschool.careers@gmail.com Izabela Rutkoski	Y	0
14	Connecticut School of Broadcasting 611 Route 46 West Suite 102 Hasbrouck Heights, New Jersey 07604 Phone : 201-288-7900 Url : http://www.gocsb.com Email : johnnyo@gocsb.com John Olson	Y	0
15	Emma L. Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, New York 10019 Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com Email : michael.barham@nbcuni.com Michael Barham	Y	0
16	Employee Referral	N	5
17	Erie Community College 121 Ellicott Street Buffalo, New York 14203 Phone : 716-851-1183 Url : http://www.ecc.edu Email : barszcz@ecc.edu Laurie Barszcz	Y	0
18	Finger Lakes Community College 4355 Lake Shore Drive Canandaigua, New York 14424 Phone : 585-394-3500 Url : http://www.flcc.edu Email : petruce@flcc.edu Catherine Petruccione	N	0

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19	Finger Lakes Works-Wayne / NY job bank 1519 Nye Road Suite 600 Lyons, New York 14489 Phone : 315-946-7710 Url : http://www.fingerlakesworks.com Email : jcelso@co.wayne.ny.us John Celso	Y	0
20	Genesee Community College One College Road Batavia, New York 14020 Phone : 585-343-0055 Url : http://www.genesee.edu/career Email : career@genesee.edu John McGowan	N	0
21	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
22	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
23	Hobart and William Smith Colleges - Career Services Office Salisbury Center at Trinity Hall C/O 300 Pulteney Street Geneva, New York 14456 Phone : 315-781-3514 Url : http://www.hws.edu Email : cso@hws.edu Steph Annear	N	0
24	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Phone : 202-806-5806 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0

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25	Ibero-American Action League, Inc. 911 East Main Street Rochester, New York 14605 Phone : 585-256-8900 Url : http://www.iaal.org Email : yolanda@iaal.org Yolanda IAAL	Y	0
26	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	1
27	Internal Candidate	N	5
28	Internal Hire	N	1
29	Ithaca College Park School of Communications 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3244 Url : http://staff.ithaca.edu/eloise Email : eloise@ithaca.edu Fax : 1-607-274-1108 Eloise Green	Y	0
30	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Email : sbgresumes@sbgstv.com Broadbean Source	N	1
31	Keuka College Center for Experiential Learning Hegeman Hall 107 Keuka Park, New York 14478 Phone : 315-279-5472 Url : http://www.keuka.edu Email : experiential@keuka.edu Haajira Lansana	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Lifespan 1900 South Clinton Avenue Rochester, New York 14618 Phone : 585-244-8400 Url : http://www.lifespan-roch.org Email : ckolankiewicz@lifespan-roch.org Chris Kolankiewicz	N	0
33	Linkedin 2029 Stierlin Ct Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Danielle Anderson Manual Posting	N	0
34	Medaille College Office of Career Planning 18 Agassiz Circle Buffalo, New York 14214 Phone : 716-880-2210 Url : http://www.medaille.edu Email : ccullinan@medaille.edu Carol Cullinan	Y	0
35	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
36	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
37	Monroe Community College Career Center 1000 East Henrietta Road Rochester, New York 14623 Phone : 585-292-2248 Url : http://www.monroecc.edu Email : jobconnection@monroecc.edu Michelle Mayo	Y	0

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38	NASBA/BEDA 2333 Wisconsin Street, NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Url : http://www.careerpage.org Email : suzanstrong@nmba.org Suzan Strong	N	0
39	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Url : http://www.blackcollegeradio.com Email : bcrmail@aol.com Lo Jelks	Y	0
40	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : brivas@nhmc.org Brenda Rivas	Y	0
41	National Lesbian and Gay Journalists Association 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Url : http://www.nlgja.org Email : info@nlgja.org Michael Tune	Y	0
42	Native American Cultural Center, Inc. 121 North Fitzhugh Street Rochester, New York 14614 Phone : 585-442-1100 Url : http://www.nacc-inc.org Email : bethany.printup.davis@frontier.com Fax : 1-585-442-1128 Victoria Smoke	Y	0
43	Native American Public Telecommunications, Inc. 1800 No 33 Street Lincoln, Nebraska 68503 Phone : 402-472-3522 Url : http://www.nativetelecom.org Email : native@unl.edu Becky Fauver	Y	0

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44	Nazareth College 4245 East Avenue Rochester, New York 14618 Phone : 585-389-2890 Url : http://www.naz.edu Email : mkahl6@naz.edu Michael Kahl	N	0
45	New York Job Bank / RochesterWorks! 255 North Goodman Street Rochester, New York 14607 Phone : 585-258-3548 Url : http://www.rochesterworks.org Email : snorton@rochesterworks.org Shayla Norton	Y	0
46	NYS Dept. of Labor Job Bank Unit 276 Waring Road Rochester, New York 14609 Phone : 585-266-7760 Url : http://www.labor.ny.gov Email : rochesterjobbank@labor.ny.gov Brendalyn Bynoe	Y	0
47	Ohio Center for Broadcasting 5330 East Main Street Suite 200 Columbus, Ohio 43213 Phone : 614-245-0555 Url : http://www.beonair.com Email : amoore@beonair.com Avis Moore	Y	0
48	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
49	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : 585-594-6540 Url : http://www.roberts.edu Email : flahertym@roberts.edu Mary Flaherty	N	0

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50	Rochester AudioVisual Association 69 Rush West Rush Road Rush, New York 14543 Phone : 585-586-5862 Url : http://www.rava.info Email : president@myrava.com Dave Sluberski	Y	0
51	Rochester Institute of Technology Office of Cooperative Edu.&Career Services 57 Lomb Memorial Drive, Building #77 Rochester, New York 14623 Phone : 585-475-7823 Url : http://www.rit.edu Email : sfgoce@rit.edu Sharitta Gross	Y	0
52	Rochester Works 255 N Goodman St Rochester, New York 14607 Phone : . Fax : 1-585-232-3727 Career Center	N	0
53	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
54	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Phone : 410-568-1517 Url : http://www.sbgi.net Email : employment@sbgstv.com Sharon Pickeral	N	3
55	St. John Fisher College 3690 East Avenue Rochester, New York 14618 Phone : 585-385-8143 Url : http://www.sjfc.edu Email : career@sjfc.edu Matt Cardin	Y	0

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56	SUNY Buffalo 259 Capen Hall Amherst, New York 14260 Phone : 716-645-2231 Url : http://www.hireub.buffalo.edu Email : sbgresumes@sbgstv.com Judith Applebaum	Y	0
57	SUNY College at Brockport 350 Campus Drive Brockport, New York 14420 Phone : 585-395-5938 Url : http://www.brockport.edu/career Email : glear@brockport.edu Gloria Lear	Y	0
58	SUNY Cortland PO Box 2000 Cortland, New York 13045 Phone : 607-753-2224 Url : http://www.cortland.edu/career Email : john.shirley@cortland.edu John Shirley	Y	0
59	SUNY Fredonia Career Development Office Fredonia, New York 14063 Phone : 716-673-3327 Url : http://www.fredonia.edu/cdo Email : careers@fredonia.edu Christopher LaGrow	Y	0
60	SUNY Geneseo Blake A104 1 College Circle Geneseo, New York 14454 Phone : 585-245-5721 Url : http://www.geneseo.edu Email : jobs@geneseo.edu Kim Wilcox	Y	0
61	SUNY Onondaga Community College 4585 West Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2109 Url : http://www.sunyocc.edu Email : careym@sunyocc.edu Michele Carey	N	0

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62	SUNY Oswego Career Services at the Compass 145 Campus Center Oswego, New York 13126 Phone : 315-312-2255 Url : http://www.oswego.edu/careerservices Email : careerservices@oswego.edu Christine Doyle	Y	0
63	SUNY REOC 161 Chestnut Street Rochester, New York 14604 Phone : 585-232-2730 Url : http://www.reoc.brockport.com Email : sbrown@brockport.edu Serina Brown	Y	0
64	Syracuse University 303 University Place Suite 235 Syracuse, New York 13244 Phone : 315-443-9093 Url : http://www.students.syr.edu/career Email : careers@syr.edu C. Halpin	N	0
65	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-9590 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
66	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
67	The Leadership Institute 1101 North Highland Street Arlington, Virginia 22201 Phone : 703-247-2000 Url : http://www.conservativejobs.com Email : PSimpson@leadershipinstitute.org Patricia Simpson	Y	0

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68	The New School 79 Fifth Avenue, 5th Floor New York, New York 10003 Phone : 212-229-1324 Url : http://www.collegecentral.com/newschool Email : careers@newschool.edu Davima Broadbelt	Y	0
69	The New York State Broadcasters Association, Inc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandra Messineo	Y	0
70	The Urban League of Rochester 265 North Clinton Ave Rochester, New York 14605 Phone : 585-397-7362 Url : http://www.ulr.org Email : hrjobs@ulr.org Jay Aldrich	Y	0
71	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
72	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	2
73	University of Pittsburgh at Bradford 300 Campus Drive Bradford, Pennsylvania 16701 Phone : 814-362-7587 Url : http://www.upb.pitt.edu Email : guterman@pitt.edu Jeff Guterman	Y	0

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74	University of Rochester Career Center 302 Meliora Hall PO Box 270028 Rochester, New York 14627 Phone : 585-275-2366 Url : http://www.rochester.edu/careercenter Email : recruit@mail.rochester.edu Amber Graham	Y	0
75	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : (877) 393-9058 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
76	Veterans Outreach Center, Inc. 457 South Ave Rochester, New York 14620 Phone : 585-546-4250 Url : http://www.veteransoutreachcenter.org Email : nsiverdvoc@yahoo.com Nena Siverd	Y	0
77	Walter Cronkite School of Journalism 555 N Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : . Url : NEWS only Email : mike.wong@asu.edu Michael Wong	Y	0
78	WE-MO-CO Career and Technical Education Center 3589 Big Ridge Road Spencerport, New York 14559 Phone : 585-352-2759 Url : http://www.monroe2boces.org Email : acovella@monroe2boces.org Arlene Covella	Y	0
79	WHAM-TV 4225 West Henrietta Road Rochester, New York 14623 Phone : 585-321-2224 Url : http://www.13wham.com Email : amjohnson@sbgvtv.com Anne Johnson	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	2/3/2016	Establishment of an intern program designed to assist members of the community	<p>WHAM-TV offers students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships for academic credit.</p> <p>An internship in the news department may include calling news contacts such as fire, police, and public officials, going out on stories and interviews with photographers and reporters, shadowing producers and the assignment desk, and experiencing first hand the process of editing news stories. The interns were students at the following educational institutions: SUNY Potsdam, St Bonaventure, Pennsylvania State University, Keuka College, St John Fisher College and Roberts Wesleyan College.</p> <p>In the News Weather department, interns work on projects including developing forecasts, learning how to update the website outlooks, ticker information and on-line graphics. The two weather interns were students at The College at Brockport, SUNY.</p> <p>At the end of each internship, written evaluations are required of both the intern and the WHAM-TV supervisor.</p>	2	Executive Producer Chief Meteorologist
2	2/5/2016	Participation in events or programs sponsored by educational institutions	Eight Monroe Community College students toured the station to see the various job activities that take place in the News, Production, Promotion, and Sales departments.	2	Production Manager Studio Crew

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3	3/21/2016	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. 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.	2	Human Resources Manager Digital Content Manager
4	3/23/2016	Participation in events or programs sponsored by educational institutions	Forty-one Holy Childhood students toured the News department to see the various activities that take place in the News department. Holy Childhood, is a non-denominational, non-profit agency that has enriched the lives of people with intellectual and developmental disabilities for 70 years. Their Mission is to prepare children and adults with intellectual and developmental disabilities for maximum independence and integration in the community through individualized programs and services, in keeping with the philosophy and vision of their founders. They are dedicated to serving people in an atmosphere of dignity and compassion.	1	Sports Director

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5	4/27/2016	Participation in Job Fairs	Sinclair executives 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
6	5/19/2016	Participation in events or programs sponsored by educational institutions	Tour of station by East High School Journalism Club. We had 18 East High School students tour the station to see the daily operations of the news department. The students learned about careers in broadcasting.	1	Executive Producer
7	5/19/2016	Participation in events or programs sponsored by educational institutions	Tour of station by Monroe Community College students. We had 13 Monroe Community College students tour the station to see the daily operations of the news department. The group learned about careers in broadcasting.	1	Chief Meteorologist
8	7/13/2016	Participation in events or programs sponsored by educational institutions	Craig Heslor spoke to a student from Spencerport High School on July 13, 2016 about various Production department activities. The student met with many station employees and observed their job functions in a television station.	1	Production Manager
9	7/13/2016	Participation in events or programs sponsored by educational institutions	Seven University of Rochester College students toured the station to see the various job duties that take place in the News, Production, Promotion, and Sales departments.	1	Executive Producer
10	7/22/2016	Participation in events or programs sponsored by educational institutions	Twenty-four Warner School of Education students toured the station to see the various job activities that take place in the News, Production, Promotion, and Sales departments. They were 7th and 8th graders that wanted to see behind the scenes activities. They were able to see a live news cast while they were touring the station.	2	Production Manager Director

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11	8/3/2016	Participation in Job Fairs	The Corporate Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ/NAHJ combined journalist convention/career expo in Washington DC, August 3-5, 2016. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	5	Employment Manager

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12	10/10/2016	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 Ethics for Supervisors" and "Sexual Harassment: What Supervisors Need to Know," and all newly hired employees complete "Sexual Harassment: What Employees Need to Know" and "Business Ethics: What Employees Need to Know" 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>	10	

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13	11/2/2016	Participation in Job Fairs	Meteorologist Mark McLean participated in a College and Career Fair at Greece Olympia High School on November 2, 2016. He hosted a station that had various weather maps and handouts. There was a weather office video playing that showed a brief tour of the station. Mr. McLean spoke to students about careers in broadcasting.	1	Meteorologist