

Annual EEO Public File Report Form

WSTR-TV

Annual EEO Public File Report

The purpose of the EEO Public File 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):WSTR, Cincinnati, Oh and is required to be placed in the public inspection files of this station, and posted on its web site, if it has a website.

The information contained in this Report covers the time period beginning June 1, 2009 to and including May 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 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.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2009 to May 31, 2010

Station(s) Comprising Station Employment Unit: WSTR

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	Sales Account Executive (5)	SBG Website (2) Lamar Advertising (1) Employee Referral (2)	12
2	Master Control Operator	Careerbuilder (1)	7
3	Executive Producer	Internal (1)	3

Total Number of Persons Interviewed During Applicable Period: 22

ATTACHMENT C

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2009 to May 31, 2010

Station(s) Comprising Station Employment Unit: WSTR

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
1.	Ad Club Job bank 602 Main St Suite 806 Cincinnati, Oh 45202 Contact Person: Judy Thompson	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
2.	AEC Southern Ohio College 209 Buttermilk Pike Ft. Ft. Mitchell, KY 41017 859-341-5627 Contact: Rachael Hume	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
3.	Asian American Journalist Assoc 1182 Market St Suite 320 San Francisco, CA 94102 415-346-2051 Contact: Albert Lee	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
4.	Bishop St. Community College 351 N. Broad St. Mobile, Al 36603-5898 Contact: Juliette F. Womack Email: jwomack@bishop.edu	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

5.	Brown Mackie 1011 Glendale Rd Cincinnati, Oh 45215 513-672-7751 Contact: Martha Schottelkotte Email: mschottelkotte@brownmackie.edu	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
6.	Bureau of Services with Visually Impair(BSVI) 617 Vine St Ste 905 Cincinnati, Oh 45202 Contact: Doug Mohr	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
7.	Careerbuilder.com Brian Maggio 8401 Greensboro Drive Suite 250 McLean, VA 22102	0 4 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
8.	Central State University Career Service Center P O Box 1004 Wilberforce, OH 45384 937-376-6493 Contact: Rodney Hudson	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
9.	Cincinnati State Community College 3520 Central Pkwy RM 210 Cincinnati, OH 45223 513-569-1743 Contact Persons: Andi Feld-Brockett Kim Richards Sharon Davis Sue Conlan Doug Bowling Jayne Martin-Dressing	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
10.	Cincinnati Works 37 W. 7 th Street Suite 700 Cincinnati, OH 45202 513-744-9675 Contact: Nakiya Kurton	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

11.	College of Mount St. Joseph 5701 Dehli Rd Cincinnati, OH 45233-1672 513-244-4484 Contact: Cara Cross	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
12.	Employee Referral	4 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
13.	Funjobsonair.com c/o Ohio Center for Broadcasting 6703 Madison Road Cincinnati, Ohio 45227 Phone: 513-270-6060	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
14.	Hispanic Chamber of Commerce 3805 Edward Rd Suite 555 Cincinnati, OH 45209 513-458-6649 Contact: The President Email: president@hispanicccgc.com	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
15.	Internal Posting WSTR-TV 5177 Fishwick Drive Cincinnati, Ohio 45216 Phone: 513-641-4400 Fax: 513-242-2633	0 0 1	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
16.	Internal Transfer From Another Sinclair Station	0 1 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
17.	International College of Broadcasting 6 South Smithville Rd Dayton, OH 45431 Contact: Gary Doster 937-258-8251	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

18.	ITT Technical Institute 4750 Wesley Avenue Norwood, OH 45212 513-924-2161 Contact Person: Tony Farmer	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
19.	Jewish Vocational 4300 Ross Plain Cincinnati, OH 45236 513-973-5211 Contact: Shannon Johnson	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
20.	Jobs Plus Employment 1625 Vine Street Cincinnati, OH 45202 Contact: R. Arnold Davis 513-241-1800	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
21.	Kling Marketing 5550 Anna Marie Ct. Cincinnati, OH 45247 Contact: Bill Kling Phone: 513-385-7370	1 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
22.	Lamar Advertising 1260 Edison Drive Cincinnati, Ohio 45216 Contact: Michelle Ferrara Phone: 513-793-5040	2 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
23.	Mercy Franciscan at St. John 1800 Logan Street Cincinnati, Oh 45202 513-981-5813 Contact: Ericka Copeland	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
24.	Miami University 241 Hoyt Hall Oxford, Oh 45056 513-529-7666 Contact: Cathy Metcalf	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

25.	NAACP 4139 Reading Rd Cincinnati, Oh 45229 513-281-1900 Contact: Edith Thrower	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
26.	NACE Link Network www.nacelink.com	1 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
27.	National Assoc of Broadcasters 1771 North Street NW Washington, DC 20036 202-429-5499 Contact: Karen Hunter	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
28.	National Assoc Of Hispanic Journalists 1000 National Press Bldg 529 14 th St. NW Washington, DC 20045 202-662-7145 Contact: Lisa Goodnight LGoodnight@NAHJ.org Contact: Virginia Galindo vgalindo@nahj.org	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
29.	National Black MBA Assoc. 180 N. Michigan Avenue Ste 1515 Chicago, IL 60601 Contact: Debbie Tarver	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
30.	National Hispanic Media Coalition 55 S. Grand Avenue Pasadena, CA 91105 fax: Contact: email:	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

31.	Native American Journalists Assoc 555 Dakota St Vermillion, SD 57069 605-677-5282 Contact: Dan Lewerenz	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
32.	Native American Public Telecommunications 1800 N 33 rd St Lincoln, NE 68583 402-472-3522 Contact: Lynn Warren	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
33.	Northern Kentucky University African AM Student Affairs & Ethnic Services 352 Nunn Drive Highland, KY 41099 859-572-6684 Contact: Miya Simpson	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
34.	Ohio Center for Broadcasting 6703 Madison Ave Cincinnati, OH 45227 216-447-9117 Contact: Gary James	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
35.	Ohio Dept of Job & Family Services 1916 Central Parkway Cincinnati, OH 45214 Contact: Sandra Vest	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
36.	Pittsburgh Technical College Career Services Center 1111 McKee Road Oakdale, PA 15071 Contact: Reid Bandremer	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
37.	Purdue University Graduate Career Services Rawls Hall, Room 3029 100 S. Grant Street West Lafayette, IN 47907 Contact: Sally Luzader	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
38.	Raymond Walters College	0	Sales Account

	9555 Plainfield Rd Blue Ash, OH 45236 513-745-5671 Contact: Tresha Lewis	0 0	Executive (3) Master Control Operator (1) Executive Producer (1)
39.	RSC-BVR Rehabilitation Services Commission 895 Central Avenue Cincinnati, OH 45202 513-852-3260 Contact: Monica Mays	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
40.	Scarlet Oaks Careers 3254 E. Kemper Rd Cincinnati, OH 45241 513-771-8810 Contact Persons: Gene Chalfin Dave Angeline	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
41.	Senior Employment Services 644 Linn Street Suite 1200 Cincinnati, Ohio 45203 Contact: Kathleen Foster	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
42.	Society of Motion Picture & Television Engineers 595 W Hartsdale Ave White Plains, NY 10607 888-491-8833 Contact Person: Gavin Duncan	0	
43.	Spots-N-Dots 167 Oakdale Rd Johnson City, NY 13790 888-884-2630 Joe Macroe www.spotsndots.com	0	
44.	Success Employment Services 8358 Vine St. Cincinnati, OH 45216 513-821-4852 Contact: Karen Stewart	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

45.	Super Jobs Center 1916 Central Pkwy Cincinnati, Oh 45214 Contact: Krishna Chapatwalt 513-458-6561 fax: 513-458-6147	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
46.	Talbert House 2433 Iowa Ave Cincinnati, Oh 45206 513-872-4905 Contact: Jerald Pettigrew	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
47.	The Art Institute of Fort Lauderdale 1799 SE 17 th Street Ft. Lauderdale, FL 33316 Contact: LuWin Sanchez	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
48.	University of Cincinnati Career Development Center 140 University Pavilion Cincinnati, OH 45221-0104 513-556-3471 Contact: Kay Allen	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
49.	Urban League Greater Cincinnati 3458 Reading Rd Cincinnati, OH 45229 513-281-9955 Contact: Stephen Tucker	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
50.	WSTR 5177 Fishwick Drive Cincinnati, Oh 45216	1 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
51.	Wilberforce University Placement P O Box 1001 Wilberforce, OH 45384 937-708-5742 Contact: Hila Williams	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
52.	Work Resource Center 2601 Melrose Ave Cincinnati, OH 45206 513-475-6791 Contact: Josh Svarda	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

53.	Workforce Consultant –GCCC 441 Vine Street Cincinnati, OH 45202 513-579-3182 Contact: Marge Limke	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
54.	Workforce Development 19 West Elder Cincinnati, OH 45210 513-352-4648 Contact: Tom Jackson	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
55.	www.hispaniclink.org Hispanic Link News Service 1420 N. ST. NW Washington, DC 20005 202-234-0280 Contact: Sonya Melendez	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
56.	www.indeed.com 177 Broad Street, 6th Floor Stamford, CT 06901	0 1 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
57.	www.my64.tv WSTR Station website 5177 Fishwick Dr Cincinnati, OH 45216 513-641-4400 Contact: Katie Ryan	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
58.	www.nabj.org National Assoc of Black Journalists 8701 –A Adelphi Rd Adelphi, MD 20783 301-445-7100 Contact: Kaphree Dodson	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

59.	www.sbgi.net Sinclair Broadcast Group, Inc. 10706 Beaver Dam Rd Cockeysville, MD 21030 410-568-1517 Contact: Sharon Pickeral	3 1 2	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
60.	www.tvjobs.com Broadcast Employment Services PO Box 4116 Oceanside, Ca 92052 760-754-8177 Contact: Mark Holloway	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
61.	Xavier University Caps 3800 Victory Pkwy Cincinnati, OH 45207 513-745-3000 Contact: Robert Clay	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)
62.	YWCA 898 Walnut Street Cincinnati, OH 45202 513-241-7090 Contact: Chan Williams	0 0 0	Sales Account Executive (3) Master Control Operator (1) Executive Producer (1)

* WSTR employment unit broadcasts notices asking organizations that want to be notified of job vacancies to contact us. During the period of June 1, 2009 to May 31, 2010 we have received (3) new recruitment requests from Senior Employment Services, Pittsburgh Technical College & Purdue University.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2009 to May 31, 2010

Station(s) Comprising Station Employment Unit WSTR

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WSTR.

Internship Program

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with universities and colleges to promote WSTR a prospective employer.
- Create a symbiotic relationship between interns and WSTR employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

Any person interested in internship opportunities should contact the station for more details.

During the period of June 1, 2009 – May 23, 2010, WSTR had (3) interns. The interns came from Ohio Center for Broadcasting (2) and Ohio University (1).

Education Events

1. Date of Participation: March 22, 2010

Participating Employees: Mark Ramey

Host/Sponsor of Activity: WSTR-TV

Provided a station tour for the Gear Up program. This consisted of students from Roselawn London School. The program encourages local high school students to stay in school. The tour consisted of learning all functions and workings WSTR-TV production department, as well as informed them of career and internship opportunities once they graduate high school.

2. Date of Participation: November 25, 2009

Participating Employees: Brian Bowen- Executive Producer

Host/Sponsor of Activity: Brown Mackie College

Evaluate editing of Brown Mackie production students, as well as promote WSTR as an equal opportunity employer. Discussed the internship program in the production department at WSTR as well as handed out internship material. Informed students of job opportunities listed at sbgi.net.

3. Date of Participation: November 11, 2009

Participating Employees: Katie Estes, HR Coordinator

Host/Sponsor of Activity: WSTR-TV

Harrison High School Seniors took a tour of WSTR. They came to learn more about the television industry, as well as to inquire about future internship and career opportunities at WSTR. Katie Estes handed out WSTR water bottles and WSTR internship program information.

4. Date of Participation: October 22, 2009

Participating Employees: Brian Bowen – Executive Producer

Host/Sponsor of Activity: Art Institute of Ohio

Participated in a portfolio showing for the graduating class of the Art Institute of Cincinnati Participated by discussing our station, as well as the role play in production and sales, as well as advise students on how to enter into a field in film and television production at our station. Fielded questions concerning web design, commercial production, shooting, editing and writing. Conducted Q & A sessions along with discussing opportunities in broadcasting and at WSTR. Passed out information on how to apply for WSTR and Sinclair Broadcast Group job opportunities online.

5. Date of Participation: October 21, 2009

Participating Employees: Brian Bowen – Executive Producer

Host/Sponsor of Activity: Brown Mackie College

Discussed at length not only my function at WSTR and the role production plays at the station, and spoke in a round table setting with 80 students, administration and faculty regarding our career opportunities, internships and how they can access the Sinclair Broadcast website to view all career opportunities. Closed with a question and answer session, handed out my business cards as well as help some of the best students network with other production professionals and find internship opportunities at WSTR.

6. Date of Participation: August 19, 2009

Participating Employees: Brian Brown, Executive Producer

Host/Sponsor of Activity: Brown Mackie College

Provided feedback and the AI design curriculum, helping students and instructors meet the demands of the local marketplace, as well as at WSTR.

Discussed at length not only my function at WSTR and the role production plays at the station, and spoke in a round table setting with administration, faculty and students regarding our career opportunities, internships and how they can access the Sinclair Broadcast website to view all career opportunities.

7. Date of Participation: June 28, 2009

Participating Employees: Brian Brown, Executive Producer

Host/Sponsor of Activity: The Art Institute of Ohio-Cincinnati

Provided feedback and the AI design curriculum, helping students and instructors meet the demands of the local marketplace, as well as at WSTR.

Discussed at length not only my function at WSTR and the role production plays at the station, and spoke in a round table setting with administration, faculty and students regarding our career opportunities, internships and how they can access the Sinclair Broadcast website to view all career opportunities.

8. Date of Participation: June 19, 2009

Participating Employees: Brian Brown, Executive Producer

Host/Sponsor of Activity: Brown Mackie College

Discussed at length not only my function at WSTR and the role production plays at the station, and spoke in a round table setting with students, administration and faculty regarding our career opportunities, internships and how they can access the Sinclair Broadcast website to view all career opportunities. Closed with a question and answer session, handed out my business cards as well as help some of the best students network with other production professionals and find internship opportunities at WSTR.

Job/Career Fair

1. Date of Participation: April 26, 2010

Participating Employees: Mark Ramey – Production Manager

Host/Sponsor of Activity: Mayor Mark Mallory Job Fair for the Youth Ages 16-24

Spoke with 40-50 students about available positions. All students received handouts on our internship program, as well as job descriptions and how to apply for positions within the company online at SBGI.net

2. Date of Participation: April 13, 2010

Participating Employees: Gloria Thompson- Accounting Manager

Host/Sponsor of Activity: ITT Technical Institute Job Fair

I spoke with over 60 students at this job fair, collected several resumes and discussed the possibilities for employment at Sinclair Broadcast Group and Star64. All students received handouts on our internship program, as well as job descriptions and how to apply for positions within the company online at SBGI.net

3. Date of Participation: June 3, 2009

Participating Employees: Gloria Thompson- Accounting Manager & Brian Bowen- Executive Producer

Host/Sponsor of Activity: Brown Mackie College

We spoke with numerous recent graduates who have earned their Associates Degree at Brown Mackie College. We discussed employment opportunities with WSTR and Sinclair Broadcast Group. This included how to check SBG website for posted job opportunities, how to submit a resume and reel, as well as explaining that Sinclair is an Equal Opportunity Employer.

Training

SBG, Inc. and its station, WSTR 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 will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, and sex national origin, age, disability, veteran status, Acquired-Immune Deficiency syndrome (AIDS), AIDS - related complex (ARC), veteran status or any other category protected by law.

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 hiring practices to its management.

All new managers and employees are required to complete mandatory Web-based training on "Recognizing and Preventing Sexual Harassment and Sinclair Broadcast Group Code of Business conduct and Ethics"

In Addition, the new managers are required to complete a mandatory Web-based training on "Workplace Harassment: Recognizing and Preventing Harassing Behavior"