

Annual EEO Public File Report Form

WBFF/WNUV (LMA) BALTIMORE

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): **WBFF/WNUV (LMA) BALTIMORE** 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 June 1, 2008 to and including May 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 and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2008 to May 31, 2009

Station(s) Comprising Station Employment Unit: **WBFF/WNUV (LMA)**

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	Data Entry Clerk	EE-Referral	7
2	Photojournalist	SBG Web Site	3
3	Operations Manager	SBG Web Site	6
4	Credit Coordinator	Career Builders	4
5	Production Coordinator	Internal	4
6	Investigative Reporter	SBG Web Site	2
7	Account Executive	EE- Referral	6
8	Account Executive	Entre Quest	3
9	Account Executive	SBG Web Site	6
10	Account Executive	SBG Web Site	6
11	Technical Director	Internal	5
12	SR Promotion Writer	Internal	1
13	Chief Photographer	EE-Referral	3
14	Executive Producer	SBG –Web Site	4
15	Assignment Desk	Career Builders	3
16	Data Entry Clerk	SBG Web Site	10
17	Assistant Traffic Mgr	EE-Referral	10
18	Promotion Coordinator	Internal	1
19	Sales Assistant	Internal	1
20	Weekend Sports Anchor	SBG Web Site	4
21	Traffic Manager	SBG Web Site	2
22	Assistant Traffic Mgr	SBG Web Site	3
23	Promotion Coordinator	Internal	4
24	Sales Assistant	EE-Referral	6
25	Assignment Desk	SBG Web Site	6
26	Producer	SBG Website	5
26	Account Executive	Employee Referral	3

Total Number of Persons Interviewed During Applicable Period: 118

		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer
C	Ms. Brenda Lee Operational Manager Maryland New Directions 611 Park Avenue Baltimore, MD 21201 410-230-0630	0	Data Entry Clerk
		0	Photojournalist
		0	Operations Manager
		0	Credit Coordinator
		0	Production Coordinator
		0	Investigative Reporter
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer
		0	Chief Photographer
		0	Executive Producer
		0	Assignment Desk
		0	Data Entry Clerk
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer
D	Ms. Connie Ridgely Bethel Christian Employment Outreach 1429 McCulloh Street Baltimore, MD 21217 410-728-2554	0	Data Entry Clerk
		0	Photojournalist
		0	Operations Manager
		0	Credit Coordinator
		0	Production Coordinator
		0	Investigative Reporter
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer

		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer
		0	Chief Photographer
		0	Executive Producer
		0	Assignment Desk
		0	Data Entry Clerk
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer
P	California Chicano News Media Association USC Annenberg School of Journalism One California Plaza 300 S. Grand Ave, Suite 3950 Los Angeles, CA 90071 213-437-4408	0	Data Entry Clerk
		0	Photojournalist
		0	Operations Manager
		0	Credit Coordinator
		0	Production Coordinator
		0	Investigative Reporter
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer
		0	Chief Photographer
		0	Executive Producer
		0	Assignment Desk
		0	Data Entry Clerk
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer

		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer
		0	Chief Photographer
		0	Executive Producer
		0	Assignment Desk
		0	Data Entry Clerk
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer
U	National Association of Broadcasters 1771 North Street, NW Washington, DC 200365 202-429-5499 www.nab.org	0	Data Entry Clerk
		0	Photojournalist
		0	Operations Manager
		0	Credit Coordinator
		0	Production Coordinator
		0	Investigative Reporter
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer
		0	Chief Photographer
		0	Executive Producer
		0	Assignment Desk
		0	Data Entry Clerk
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer
V	National Black MBA Assoc.	0	Data Entry Clerk

		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer
		0	Chief Photographer
		0	Executive Producer
		1	Assignment Desk
		0	Data Entry Clerk
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		3	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer
AA	Susan Gordon Director of Career Development American University 4400 Massachusetts Ave, NW 5 th fl – Butler Pavilion Washington, DC 20016	0	Data Entry Clerk
		0	Photojournalist
		0	Operations Manager
		0	Credit Coordinator
		0	Production Coordinator
		0	Investigative Reporter
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Technical Director
		0	SR Promotion Writer
		0	Chief Photographer
		0	Executive Producer
		0	Assignment Desk
		0	Data Entry Clerk
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		0	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer
BB	National Press Photographers	0	Photojournalist

			Producer
HH	602 Communications Sandy Lizik 4349 E Colter Street Phoenix, AZ 85018 slizik@602communications.com	0 0 0 0 0	Production Coordinator SR Promotion Writer Promotion Coordinator Promotion Coordinator Producer
II	Referral	3 1 3 0 0 0 0 0 2 0 0 0 0 0 1 0 0 1 3 0 0 0 0 0 0 1 0 0 0 1 0 0 3	Data Entry Clerk Photojournalist Operations Manager Credit Coordinator Production Coordinator Investigative Reporter Account Executive Account Executive Account Executive Account Executive Technical Director SR Promotion Writer Chief Photographer Executive Producer Assignment Desk Data Entry Clerk Assistant Traffic Mngr Promotion Coordinator Sales Assistant Weekend Sports Anchor Traffic Manager Assistant Traffic Mngr Promotion Coordinator Sales Assistant Assignment Desk Producer Account Executive
JJ	SBG Website www.sbgi.net 10706 Beaver Dam Road Cockeysville, MD 21030 Attn: Sharon Pickeral	10 2 3 3 0	Data Entry Clerk Photojournalist Operations Manager Credit Coordinator Production Coordinator

			Producer
LL	Internal Candidates	0	Data Entry Clerk
		0	Photojournalist
		0	Operations Manager
		0	Credit Coordinator
		5	Production Coordinator
		1	Investigative Reporter
		0	Account Executive
		0	Account Executive
		0	Account Executive
		0	Account Executive
		4	Technical Director
		1	SR Promotion Writer
		2	Chief Photographer
		2	Executive Producer
		4	Assignment Desk
		0	Data Entry Clerk
		1	Assistant Traffic Mngr
		1	Promotion Coordinator
		1	Sales Assistant
		0	Weekend Sports Anchor
		0	Traffic Manager
		0	Assistant Traffic Mngr
		4	Promotion Coordinator
		0	Sales Assistant
		0	Assignment Desk
		0	Producer

* The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us. However, at this time, the station has yet to receive such requests.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2008 to May 31, 2009

Station(s) Comprising Station Employment Unit **WBFF/WNUV (LMA)**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WBFF/WNUV (LMA)

Educational Events:

1. Date of Participation: Ongoing

Participating Employees: Steve Fertig – Meteorologist

Wednesday Weather Kids

Area students ages 8-15 are nominated by teachers, principals and school administrators to be featured on our weekly Weather Kids segment. The students and guardian arrive at 6AM and the student spends time learning from our meteorologist how the weather is forecast and reported. Children learn basic meteorology skills, get a tour of the station, and have the opportunity to explore a career in broadcasting. Wednesday Weather Kids' appear on the morning news with the meteorologist to report the weather for the coming day. They also get to ask questions and learn that doing well in school to get into Broadcasting.

2. Date of Participation – January 20 – 22, 2009

Participating Employees: Sharon Wylie – Public Affairs Manager, Jim Uhrin – Senior Editor, and Belinda Johnson – Producer

Champions of Courage

In commemoration of Black History Month,. The station produces a campaign in which students grade 6 – 12 are challenged to write a brief essay saluting their role model who has shared with them the teachings and legacy of Dr, Martin Luther Kings, over 5000 essays are received and 28 are selected to be taped and broadcast on the station during February. Students visit the station and are exposed to production, script writing, editing, audio, and posting of their essays. Students are challenged to present their salutes in a 30

second broadcast spot and learn how to effectively and concisely use language and visuals to present a story.

3. Date of Participation: April 29, 2008

Participating Employees: Sharon Wylie – Public Affairs Manager, Steve Fertig – Meteorologist, Jennifer Gladstone – Morning Anchor, Patrice Harris – Morning Anchor, Mike Tomko – Assistant News Director

Host / Sponsor of Event: Owings Mills High School

Station Tour

Students from the Owings Mills High School Media team visited the FOX 45 Morning News to observe studio production of the news. After the news, the students asked questions about production, news gathering, reporting and writing of the news talent and executive producer. The students toured master control. The news room, editing suites, and view installation of new set designs and digital equipment installation.

4. Date of Participation: January 6, 2009

Participating Employees: Dwight Weems – Creative Services Manager

Host / Sponsor of Activity: Veterans Elementary School

Career Day

Career Day for the 4th grader class at Veterans Elementary School. Dwight went and spoke with the children regarding careers in Broadcasting and what skills and preparation is needed. Children got a chance to ask questions and get more information from Dwight.

5. Date of Participation: April 15, 2009

Participating Employees: Belinda Johnson – Public Affairs Producer

Host / Sponsor of Activity: Baltimore Squashwise / FOX 45

Station Tour

FOX45 provided a station tour to a group of middle school students from the non-profit, Baltimore Squashwise. Belinda took the students to the different departments throughout the building explaining to them the various jobs and roles at a TV station. Students also had the opportunity to watch a live taping of a news promotion. Belinda also explained to the group the various initiatives the station offers which could allow for the students to appear on TV such as Weather Kid Wednesdays and Champions of Courage.

6. Date of Participation: April 29, 2009

Participating Employees: Belinda Johnson – Public Affairs Producer

Host / Sponsor of Activity: Goucher College Media Management Course

Guest Speaker

Belinda Johnson spoke at Goucher College Communications Course. Spoke on having a career in Television and what is needed to be successful. Gave information on a career with FOX 45 specifically and how to get internships as well

7. Date of Participation: December 2008 – April 2009

Participating Employees: Sharon Wylie – Public Affairs Manager and Jim Uhrin – Senior Editor

Host / Sponsor of Activity: CollegeBound Foundation

College Bound Scholar of the Week

Working with the CollegeBound Foundation, 28 students were selected to represent each of Baltimore city's public high schools. Students were showcased in a 30 seconds vignette, broadcasted by the station, and saluted for their academics, leadership and community service. The station produced the vignettes in the schools and worked with the students to prepare production with a shot list, staging, and taping the video used to edit the final broadcast spot. Students were exposed to the production process and were challenge to think visually as to what helps illustrates what is being said. Students responded with good creative concepts and visions.

Job Fairs:

1. Date of Participation: May 1, 2008

Participating Employees: Dan Gallagher – Business Manager, Belinda Johnson – Public Affairs Coordinator and Daniel Robinson – Traffic Manager

Baltimore City Community College

Station management participated in a 3 hour career fair: interviewing students, discussing employment opportunities, accepting applications and resumes. Most of the students participating were still in college (full-time) and thus looking for part-time opportunities and/or internships.

INTERNSHIP PROGRAM

The Station Employment Unit has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer.
- Create symbiotic relationship between interns and Station Employment Unit.
- Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry.

Eligibility Requirements:

- Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered.
- The applicant must be at least 18 years of age.
- The applicants must be in good academic standing as defined by his or her academic institution.
- The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is performed. Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.

Any person interested in an internship should contact the station Employment Unit for more details.

2008-2009 Internship Program Review

From June 2008 through May 1, 2009, WBFF provided internships for eight students. Students attended the following colleges and universities: Towson University, James Madison University, Morgan State University, Montgomery County Community College, Broadcasting Institute of MD and Stevenson University. Internships were provided in news, sports, promotions, production and public affairs/marketing departments.

Training

SBG, Inc. is an equal opportunity employer. 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, 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 harassment.

Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance.