

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the 22nd day of May 2016

WKRC-TV

Notwithstanding the language of Article VII of the Agreement, it is agreed that the vacation accrual rate for the following Photographers will remain at the accrual rate in the 2011-2014 Collective Bargaining Agreement reflected in the chart below until such time as they may be entitled to a greater amount of vacation accrual as provided in the Sinclair Broadcast Group, Inc. and Subsidiaries Employee Handbook as it may be amended from time to time.

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY: Eric A. Blase

BY: [Signature]

DATE: 5/26/16

DATE: 5/26/16

Alexander, Michael C	20
Michael	20
Thomas B	20
Lane, Richard	20
Robbins, Adam	20

This sideletter shall remain in force regardless of the expiration of the current contract until all employees listed above become entitled to a greater vacation accrual rate as provided in the Sinclair Broadcast Group, Inc. and Subsidiaries Employee Handbook, as amended from time to time, provided that the above listed employees will be subject to the same terms and conditions as other employees regarding vacation accrual, including any changes to such accrual rate.

AGREED:

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY: Eric A. Blase

BY: [Signature]

DATE: 5/26/16

DATE: 5/26/16

May 22, 2016

Sideletter – Holiday Worked

It is agreed that if an employee requests to use a day to account for a holiday worked ("alternate day off") as set forth in the holiday pay policy and such request is denied due to operational needs, the period of time for the employee to request and use such alternative day off will be extended by thirty (30) days.

AGREED:

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY:

*Eric A. Blawie*

BY:

*Jim [Signature]*

DATE:

*5.26.16*

DATE:

*5/26/16*

May 22, 2016

Sideletter – Ratification Bonus

Each current, bargaining unit Photographer employed as of May 21, 2016 will receive a one-time, lump sum bonus payment in the amount of One Thousand Dollars and No Cents (\$1,000), less applicable withholdings, if employed, upon ratification of the Agreement and provided the contract is ratified no later than May 21, 2016. The bonus is scheduled to be paid during the first pay period following receipt of a fully executed Agreement.

AGREED: CAL UNION NO. 1224

WKRC-TV

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY: Eric A. Blait

BY: Jon Tubel

DATE:

DATE:

DATE: 5.26.16

DATE: 5/26/16

May 22, 2016

Sideletter – Sick Leave Transition

This sideletter does not apply to Photographers who commence employment after March 1, 2016. Photographers who commence employment after March 1, 2016 will immediately commence sick leave benefits as described in the Employee Handbook. It is understood that the method of earning paid sick leave under the WKRC and IBEW Local 1224 Collective Bargaining Agreement (CBA) (effective dates of April 1, 2011 to March 31, 2014) is different than the new method as set forth in the new WKRC and IBEW Local 1224 CBA (effective as of May 22, 2016).

Beginning January 2017, Employees will earn sick leave as set forth in the Employee Handbook. However, and notwithstanding any contrary provisions of Article VII of the new Collective Bargaining Agreement (CBA) and the Sinclair Broadcast Group, Inc. and Subsidiaries Employee Handbook, for the purpose of transition from the paid sick leave practice described in the previous CBA, to the Sinclair method of earning sick leave, a sick leave balance for certain employees shall be determined as of December 31, 2016 under the prior method and that remaining paid sick leave, subject to the carry-over limit, (if any) shall be available for use prior to May 21, 2019, subject to company practices regarding the use of paid sick leave. It is understood that, in general, Employees were permitted to carry-over unused sick leave from the year granted, up to forty-five (45) days (the "carry-over days").

For example:

Under the prior CBA, an employee with a hire date of June 1, 2014 was granted three (3) days of paid sick leave on September 1, 2014. An additional five (5) days of paid sick leave were granted on January 1, 2015. The Employee used two (2) sick leave days in 2015.

On January 1, 2016, the employee carried over six (6) unused sick leave days. Also on January 1, the Employee was granted five (5) days of paid sick leave. The Employee used five (5) sick leave days in 2016.

Beginning January 2017, this employee will earn forty (40) hours of sick leave as set forth in the Employee Handbook. In addition, the Employee will retain a sick leave balance of six (6) days, which must be used between May 22, 2016 and May 21, 2019.

The "carry-over" days will be used after the days earned under the Employee Handbook have been exhausted. For the "carry-over" days, the Employer may require, at its discretion, a physician's note as to the existence of continuance of illness or injury, and a carry-over day is not to be used as an additional vacation day. The use of sick days earned under the Employee Handbook are subject to the rules of use specified in the Employee Handbook.

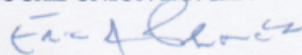
No sick time will be paid out upon termination of employment for any reason.

AGREED:

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY:



BY:



DATE:

5.26.16

DATE:

5/26/16

May 22, 2016

Sideletter – Vacation by Seniority

Vacations shall be granted in order of seniority. However, once a vacation has been requested and two (2) months have elapsed with no conflict of dates, that vacation shall not be subject to bump or displacement by a more senior Photographer.

AGREED:

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY:

*Eric A. Glass*

BY:

*[Signature]*

DATE:

*5.26.16*

DATE:

*5/26/16*

May 22, 2016

Sideletter – Sinclair Personal Day

Upon ratification of this Agreement, all current full-time employees will receive one (1) personal day, subject to the paid personal time off policy as set forth in the Employee Handbook.

AGREED:

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY:

*Eric A. Blawie*

BY:

*Jim Tull*

DATE:

*5.26.16*

DATE:

*5/26/16*

By and Between

SINCLAIR MEDIA III, INC. d/b/a WKRC-TV

And

LOCAL UNION NO. 1224

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

May 22, 2016 – May 21, 2019

May 22, 2016

Sideletter – Vacation Transition

Notwithstanding the language of Article VII of the Agreement, it is agreed that the vacation accrual rate for the following Photographers will remain at the accrual rate in the 2011-2014 Collective Bargaining Agreement as reflected in the chart below until such time as they may be entitled to a greater amount of vacation under the Sinclair Broadcast Group, Inc. and Subsidiaries Employee Handbook as it may be amended from time to time.

Name	Accrual Rate (# of Days)
Alexander, Matthew C	20
Davison, Michael	20
Gormley, Thomas R	15
Lane, Richard	20
Robbins, Adam	20

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AGREED:

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY:

*Eric Alexander*

BY:

*John [Signature]*

DATE:

5.26.16

DATE:

5/26/16

The "carry-over" days will be used after the days earned under the Employee Handbook have been exhausted. For the "carry-over" days, the Employer may require, at its discretion, a physician's note as to the existence of continuance of illness or injury, and a carry-over day is not to be used as an additional vacation day. The use of sick days earned under the Employee Handbook are subject to the rules of use specified in the Employee Handbook.

No sick time will be paid out upon termination of employment for any reason.

AGREED:

IBEW LOCAL UNION NO. 1224

WKRC-TV

BY:

*Eric Alexander*

BY:

*John [Signature]*

DATE:

5.26.16

DATE:

5/26/16