

WSYR
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

Nexstar is an equal opportunity employer and considers applicants for all positions without regard to race, color, gender, national origin, age, religious creed, disability, marital status, pregnancy, sexual orientation, veteran status, citizenship or any other characteristic protected by law.

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Reporter	1-2, 4, 6-11, 14-19, 21-22	21
Digital Reporter	1-2, 4, 7-11, 14-19, 21-22	7
Producer, News	8-13, 17, 20-22	21
Digital Reporter	5, 7-13, 17, 21-22	7
Digital Producer	5, 7-13, 17, 20-22	7
Producer, News	3, 7-13, 17, 20-22	7
News Reporter	5, 8-13, 17, 20-22	5
Sales Account Executive	7-13, 17, 20-22	7
Off-Site Content and Audience Strategist	5, 7-13, 17, 20-22	21
Digital Content and Audience Specialist	5, 7-13, 17, 20-22	5
News Reporter	3, 8-13, 17, 20-22	3

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked In. However, said sources reported some but not all of the station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

The Stations current reporting term covers February 1, 2021 - January 31, 2022.

On February 1, 2021, the Station deleted RS#1/Cazenovia College; RS#2/Comcast TV Talent Agents; RS#3/Howard University Career Services; RS#6/Learning Disabilities Assn. of CNY; RS#14/Peace Inc. County West Family Residential Center; RS#15/SI Newhouse School of Public Communications; RS#16/SUNY Morrisville; RS#18/Syracuse University Center for Career Services; RS#19 Tompkins-Cortland Community College.

On February 1, 2021, station added RS#12/NYS Dept. of Labor Job Bank.

On February 1, 2021, station ended entitlement for RS#21 WSYR Web Site.

On February 15, 2021, station ended entitlement for RS#20/TV Talent Agents.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cazenovia College 22 Sullivan Street Cazenovia, New York 13035 Phone : 315-655-7287 Email : careerservices@cazenovia.edu Christina Buckingham Prong 2 Ended Date: 2/1/2021	N	0
2	Comcast TV Talent Agents 812 Carolina Ave North Augusta, South Carolina 29841 Phone : 706-836-5290 Email : paul.brewer11@comcast.net Paul Brewer Prong 2 Ended Date: 2/1/2021	N	0
3	Educational Institution	N	2
4	Howard University Career Services 525 Bryant Street NW Washington, District of Columbia 20049 Phone : 202-806-7513 Email : careershru@howard.edu Brittany Moore	N	0
5	Indeed.com	N	9
6	Learning Disabilities Assn. of CNY 722 W. Manlius Street E. Syracuse, New York 13057 Phone : 315-432-0665 Email : lnellis@ldacny.org Linda Nellis	N	0
7	Linked In	N	16
8	Media Alliance PO Box 3474 Ft Myers, Florida 33918 Phone : 239-652-1010 Email : bill@mediaalliance.com Bill LaPlante	N	0

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9	MediaLine - Television 1209 Woodvalley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Job Posting	N	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
11	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
12	NYS Dept. of Labor Job Bank 4 Harriman Campus Rd Building 12, Room 436 Albany , New York 12206 Phone : 888 469-7965 n/a n/a Manual Posting	N	0
13	Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Phone : 315-498-2622 Email : baileyl@sunyocc.edu Laura Bailey	Y	0
14	Peace Inc. County West Family Residential Center 52 Oswego Street Baldwinsville, New York 13027 Phone : 315-638-1051 Email : michelle.arthur@peace-caa.org Michelle Arthur	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
15	SI Newhouse School of Public Communications 215 University Place Bld 1, Rm 20 Syracuse, New York 13244 Phone : 315-443-3270 Email : belichti@syr.edu Bridget Lichtinger Prong 2 Ended Date: 2/1/2021	N	0
16	SUNY Morrisville 80 Eaton Street Morrisville, New York 13408 Phone : 315-684-6615 Email : robackba@morrisville.edu Barbara Roback	N	0
17	SUNY Oswego Career Services 7060 State Rte 104 Oswego, New York 13126 Phone : 315-312-2255 Email : taeko.kelly@oswego.edu Taeko Kelly	Y	2
18	Syracuse University Center for Career Services 303 University Place Suite 235 Syracuse, New York 13244 Phone : 315-446-3616 Email : careers@syr.edu Susan Call Prong 2 Ended Date: 2/1/2021	N	0
19	Tompkins-Cortland Community College 170 North Street Dryden, New York 13053 Phone : 607-844-8222 Email : evenert@tc3.edu Teri Evener	N	0
20	TV Talent Agents 812 Carolina Avenue North Augusta, Georgia 29841 Phone : (706) 836-5290 Email : paul.brewer11@comcast.net Paul Brewer Prong 2 Ended Date: 2/15/2021	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
21	WSYR Web Site 5904 Bridge Street E. Syracuse, New York 13057 Phone : 315-446-9999 Url : http://localsyr.com Rebecca Combs Manual Posting Prong 2 Ended Date: 2/1/2021	N	14
22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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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	3/3/2021	Participation in Job Fairs	The Station participated at SUNY Cortland. Station personnel were able to talk with students and discuss vacancies at the Station and in the broadcasting industry.	1	Executive Producer
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the New York State Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Human Resources Administrator
3	3/9/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Syracuse University/Newhouse. Station personnel spoke about careers in broadcasting and job requirements.	1	Executive Producer
4	3/25/2021	Participation in events or programs sponsored by educational institutions	The Station participated as a speaker at Syracuse University. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcast industry.	1	Executive Producer
5	8/30/2021	Establishment of an intern program designed to assist members of the community	<p>The station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The station hosted one (1) intern from Syracuse University, one (1) from SUNY Oswego during the 2021 fall semester.</p>	2	News Director Executive Producer
6	10/3/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a Syracuse University class. She spoke about job qualifications and careers and opportunities at the station and with the broadcast industry.	1	News Anchor
7	1/5/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	9	Promotions Manager Chief Engineer General Sales Manager General Manager