

WSYR
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Digital Specialist	1-3, 6-7, 9, 11-24	7
Production Assistant/Promotions Producer	1-6, 9, 11-15, 17-24	4
News Videographer/Photographer	1-2, 4-7, 9, 11-15, 17-24	15
News Photographer	1-2, 4-7, 9, 11-15, 17-24	5
Digital Content Manager	1-2, 6, 9, 11-15, 17-24	23
FT Newscast Director	1-2, 4, 6-14, 17-24	13
Producer, News	1-2, 5-6, 9-14, 17-24	5
Digital Producer	1-2, 5-6, 9, 11-14, 17-24	13
Account Executive	1-2, 5-6, 9, 11-14, 17-24	5
Digital MultiMedia Journalist	1-2, 5-6, 11-14, 17-24	5

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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	Y	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	Y	0
3	Cornell University 103 Barnes Hall Cornell University Ithaca, New York 14853 Phone : 607-255-7464 Email : dd21@cornell.edu Demetra Dentes	N	0
4	Educational Institution	N	6
5	Employee Referral	N	11
6	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
7	Indeed.com	N	5
8	Internal Promotion	N	3
9	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
10	Linked In	N	2
11	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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12	MediaLine - Television 1209 Woodvalley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Job Posting	N	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12
14	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
15	Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Phone : 315-498-2622 Email : mevecs@sunyocc.edu Sheila Mevec	Y	3
16	Onondaga-Madison BOCES PO Box 4754 Syracuse, New York 13290 Phone : 315-433-2638 Email : tgilligan@ocmboces.org Tina Gilligan	Y	0
17	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
18	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	Y	0

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19	SUNY Morrisville 80 Eaton Street Morrisville, New York 13408 Phone : 315-684-6615 Email : robackba@morrisville.edu Barbara Roback	N	0
20	SUNY Oswego Career Services 7060 State Rte 104 Oswego, New York 13126 Phone : 315-312-2255 Email : gmorris@oswego.edu Gary Morris	N	0
21	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	Y	0
22	Tompkins-Cortland Community College 170 North Street Dryden, New York 13053 Phone : 607-844-8222 Email : evenert@tc3.edu Teri Evener	N	0
23	WSYR Web Site 5904 Bridge Street E. Syracuse, New York 13057 Phone : 315-446-9999 Url : http://localsyr.com Rebecca Combs Manual Posting	Y	3
24	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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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	2/15/2019	Participation in events or programs sponsored by educational institutions	The Station participated in an Outreach program called "So You Want a Career..." put on by the New York State Broadcasters Association at S. I. Newhouse School of Public Communications. Station personnel were able to meet with students and young professionals to discuss vacancies at the Station and in the broadcasting industry.	1	Reporter
2	2/23/2019	Establishment of an intern program designed to assist members of the community	The Station hosted seventeen (17) interns from Syracuse University, five (5) from SUNY Oswego, one (1) from Onondaga Community College, and one (1) from Cayuga Community College during the 2019 Spring Semester; one (1) from Syracuse University, one (1) from Quinnipiac College, two (2) SUNY Oswego, one (1) from Harvard University, one (1) from Plattsburgh, three (3) from Ithaca College, one (1) from John Carroll University, one (1) from SUNY Geneseo, and one (1) from Hobart College during the Summer Semester, and four (4) from Syracuse University, one (1) from Ithaca College, one (1) from LeMoyne College, one (1) from Onondaga Community College, and one (1) from SUNY Oswego during the Fall Semester.	44	Sports Director News Director Operations Manager Bridge Street Executive Producer
3	3/3/2019	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
4	9/18/2019	Participation in Job Fairs	The Station participated at the S.I Newhouse School of Public Communications, Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcast industry.	1	Executive Producer