

WSYR
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Administrative Assistant	2, 6-15	2
Assignments Editor	6-15	6
Weekend Meteorologist	2, 6-15	2
Digital Reporter	1, 5-15	1
Administrative Assistant - Sales	6-15	6
On-Air TV Co-Host/Producer of Daily Lifestyle Show	2, 4, 7-15	4
Graphic Designer	2, 4, 7-15	4
News Reporter	6-15	6
Account Executive	3, 7-15	3
News Producer	1, 6-12, 14-15	6
Weekend Anchor/Weekday Reporter	3, 5-15	6
Weekend Anchor/Weekday Reporter	3, 5-15	3
Sports Anchor/Reporter	2, 7-15	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Educational Institution	N	2
2	Employee Referral	N	14
3	Indeed.com	N	2
4	Internal Promotion	N	4
5	Intracompany Transfer	N	3
6	Linked In	N	13
7	Media Alliance PO Box 3474 Ft Myers, Florida 33918 Phone : 239-652-1010 Email : bill@mediaalliance.com Bill LaPlante	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
9	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
10	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
11	Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Phone : 315-498-2622 Email : baileyl@sunyocc.edu Laura Bailey	Y	0

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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
12	SUNY Oswego Career Services 7060 State Rte 104 Oswego, New York 13126 Phone : 315-312-2255 Email : taeko.kelly@oswego.edu Taeko Kelly	Y	0
13	TV Talent Agents 812 Carolina Avenue North Augusta, Georgia 29841 Phone : (706) 836-5290 Email : paul.brewer11@comcast.net Paul Brewer	N	0
14	WSYR Web Site 5904 Bridge Street E. Syracuse, New York 13057 Phone : 315-446-9999 Url : http://localsyr.com David Longley Manual Posting	N	6
15	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:			46

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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	2/15/2023	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news and production. The Station hosted two (2) interns from Syracuse University, three (3) from SUNY Oswego, one (1) from Marist College; one (1) from Marist College, one (1) from SUNY Cortland during the 2023 Spring Semester.	4	Executive Producer News Director Operations Manager Production Supervisor
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. The Station also regularly disseminates job vacancy notices to the Department of Labor, a general job bank.	1	HR Business Administrator
3	9/27/2023	Participation in Job Fairs	The Station participated at Syracuse University. Station personnel were able to speak with students and discuss vacancies at the Station and in the broadcasting industry.	2	Assistant News Director Production Supervisor