

ANNUAL EEO PUBLIC FILE REPORT

WSYR-TV

February 1, 2015 through January 31, 2016

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WSYR - TV

The information contained in this Report covers the time period beginning February 1, 2015 to and including January 31, 2016 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), 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 Section 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 alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from February 1, 2015 – January 31, 2016

Station Comprising the Station Employment Unit: WSYR-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hire	Number of Applicants Interviewed	Recruitment Sources Utilized
1	News Director	C	5	A-Z & AA-JJ & OO
2	Digital Marketing Services AE	D	1	A-Z & AA-JJ
3	News Producer	C	2	A-Z & AA-JJ
4	Master Control Operator	A	4	A-Z & AA-JJ
5	Full-Time Production Crew	C	8	A-Z & AA-JJ
6	Bridge Street Producer	C	2	A-Z & AA-JJ
7	General Manager	C	7	A-Z & AA-NN
8	News Producer	B	4	A-Z & AA-JJ
9	News Producer	B	4	A-Z & AA-JJ
10	General Sales Manager	C	2	A-Z & AA-JJ
11	News Videographer	A	5	A-Z & AA-JJ
12	Reporter	A	4	A-Z & AA-JJ
13	News Videographer	S	5	A-Z & AA-JJ
14	Local Sales Manager	C	5	A-Z & AA-JJ
15	News Director	C	6	A-Z & AA-JJ
16	Digital Marketing Services AE	A	4	A-Z & AA-JJ & NN
17	Account Executive	D	4	A-Z & AA-JJ
18	Web Producer	A	7	A-Z & AA-JJ

Total Number of Persons Interviewed During Applicable Period: 79

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2015 – January 31, 2016

Station Comprising the Station Employment Unit: WSYR-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Corporate Web Site	Mary Dreverman	www.nexstar.tv	972-373-8800	Y	45
B	Station Web Site	Luke Eggleston	www.Localsyr.com	315-446-9999	Y	11
C	Internal Station Posting	Julie Gehring	5904 Bridge Street E. Syracuse, NY 13057	315-446-9999	Y	12
D	Employee Referral/ Word of Mouth	Julie Gehring/ Dept. Hiring Manager	5904 Bridge Street E. Syracuse, NY 13057	315-446-9999	N	8
E	NAACP of Syracuse	None	PO Box 397 Colvin Elmwood Station Syracuse, NY 13205	315-422-6933	Y	
F	National Organization of Women	Ann Jamison	PO Box 1234 Syracuse, NY 13202	315-471-4263	Y	
G	Women's Information Center	None	601 Allen Street Syracuse, NY 13210	315-478-4636	Y	
H	Syracuse University Center for Career Services	None	235 Schine Student Center Syracuse, NY 13244		Y	
I	SI Newhouse School of Public Communications	Bridget Lichtinger	215 University Pl, BLD 1, Rm 20	315-443-2301	Y	

			Syracuse, NY 13244			
J	Syracuse Model Neighborhood Facility	Terrance Byrd-El	401 South Avenue Syracuse, NY 13204	315-671-5804 tbyrdel@swccsyr.org	Y	
K	Peace Inc. County West Family Residential Center	Joy King	52 Oswego Street Baldwinsville, NY 13027	315-638-1051	Y	
L	Howard University Career Services	None	525 Bryant St. NW Washington, DC 20049	202-806-7513	Y	
M	The Native American JPTA	Gail Vincent	312 Gifford Street Syracuse, NY 13204	315-475-6417	Y	
N	Media Alliance	Bill LaPlante II Executive Director		bill@mediaalliance.com www.mediaalliance.com (239) 652-1010	Y	
O	Dunbar Association	Julius Edwards	1453 S. State Street Syracuse, NY 13205	315-476-4269	Y	
P	Morrisville State College	None	80 Eaton St. Morrisville, NY 13408	barshaab@morrisville.edu	Y	
Q	Onondaga Community College	Dave Pasiak	4941 Onondaga Road Syracuse, NY 13215	315-498-2622	Y	
R	Cayuga Community College	Karen Merritt	197 Franklin Street Auburn, NY 13021	315-255-1743	Y	
S	SUNY Oswego Career Services	Gary Morris	7060 State Rt. 104 Oswego, NY 13126	315-312-2255	Y	2
T	Tompkins-Cortland Community College	Jim Hull	170 North St, PO Box 139 Dryden, NY 13053	607-844-8222	Y	
U	Cornell University	None	42-51 Campus Road Ithaca, NY 14850	607-254-4636	Y	
V	Ithaca College Career Services	None	953 Danby Road Ithaca, NY 14850	607-274-3365	Y	
W	Cazenovia College	None	22 Sullivan Street Cazenovia, NY 13035	800-654-3210 careerservices@cazenovia.edu	Y	
X	Onondaga-Madison BOCES	Tessa Gaglianese	PO Box 4754 Syracuse, NY 13290	315-433-2634 Tgaglianese2@ocmboces.org	Y	
Y	Spanish Action League	Anna Guerrero	700 Oswego Street	315-475-6153 careers@lalieaunstatenv	Y	

			Syracuse, NY 13202	.org		
Z	Transitional Learning Services of Onondaga County	Catherine Montpetit	420 E. Genesee Street Syracuse, NY 13202	315-478-4151	Y	
AA	Aurora of Central New York	John Scala	518 James Street Syracuse, NY 13203-2238	315-422-2429	Y	
BB	NYS Broadcasters Association	Sandy Messineo	1805 Western Avenue Albany, NY 12203-4601	518-456-8888	Y	
CC	Association for Better Living	None	4141 S. Salina Street Syracuse, NY 13205	315-469-0469	Y	
DD	NYS Department of Labor	None	450 S. State Street, Rm. 302 Syracuse, NY 13202	315-479-3284 – phone 315-479-3216 - fax	Y	
EE	Center for Community Alternatives	None	115 E. Jefferson St., Ste. 300 Syracuse, NY 13202	315-422-5638, Ext. 320 creynolds@communityalternatives.org	Y	
FF	Learning Disabilities Assn. of CNY	None	722 W. Manlius St. E. Syracuse, NY 13057	Lnellis@Ldacny.org	Y	
GG	MediaLine - Television	Mark Shilstone	PO Box 51909 Pacific Grove, CA 94950	800-237-8073	Y	
HH	ITT Technical Institute	Robin Duger	235 Greenfield Parkway Liverpool, NY 13088	315-461-8000 rduger@itt-tech.edu	Y	
II	My Air Check			Registration @myaircheck.com	Y	
JJ	TV Jobs.com	Mark Holloway		admin@tvjobs.com www.tvjobs.com	Y	
KK	TV NewsCheck	Classifieds		tvnewscheck.com	N	
LL	MediaRecruiter.com	Art Scott		Art@MediaRecruiter.com	N	
MM	Broadcasting & Cable	None		Yourmembership.com	N	
NN	Spots n Dots	None		ads@spotsndots.com	N	
OO	Rick Gevers and Associates	None	www.rickgevers.com	rick@rickgevers.com	N	1

Appendix 3 to Annual EEO Public File Report

Covering the Period from February 1, 2015 – January 31, 2016

Station(s) Comprising the Station Employment Unit: WSYR-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WSYR-TV.

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On September 18, 2015 from 2:00 – 5:00 pm, our Director of New Media and Bridge Street Associate Producer attended the Newhouse Communications Career Fair. Students from the Newhouse School and students interested in the field of communications were invited. They met and spoke with approximately 20 students and more than 30 local employers participated.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	<p>WSYR-TV conducts an ongoing internship program designed to give students from local high schools and colleges hands-on training. During this reporting period, we hosted spring, summer fall and winter interns in the following departments:</p> <p><u>Bridge Street</u> <u>Spring 2015</u> – 7 Interns 1 from SUNY Oswego 6 from Syracuse University</p> <p><u>Summer 2015</u> – 5 Interns 1 from Colorado State 1 from New York University 1 from Boston University 1 from Syracuse University 1 from F-M High School</p> <p><u>Fall 2015</u> – 6 Interns 1 from Cazenovia College 5 from Syracuse University</p>

2	Internship Program continued	<p><u>News</u> <u>Spring 2015</u> – 7 Interns 7 from Syracuse University</p> <p><u>Meteorology</u> <u>Summer 2015</u> – 1 Intern 1 from Oswego</p> <p><u>Sports</u> <u>Spring 2015</u> – 2 Interns 2 from Syracuse University</p> <p><u>Summer 2015</u> – 5 Interns 2 from Ithaca College 1 from SUNY Oswego 1 from Marist College 1 from Syracuse University</p> <p><u>Fall 2015</u> – 3 Interns 2 from Syracuse University 1 from Onondaga Community College</p> <p><u>Promotions</u> <u>Spring 2015</u> – 1 Intern 1 from Cazenovia College</p> <p><u>Summer 2015</u> – 1 Intern 1 from SUNY Oswego</p> <p><u>Production</u> <u>Spring 2015</u> – 5 Interns 1 from Syracuse University 1 from Ithaca College 3 from Onondaga Community College</p>
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Summer 2015 – 4 Interns
2 from SUNY Oswego
1 from Syracuse University
1 from Penn State

Fall 2015 – 3 Interns
2 from SUNY Oswego
1 from Cayuga Community College

“First At Four”

Spring 2015 – 3 Interns
3 from Syracuse University

Summer 2015 – 2 Interns
1 from Onondaga Community College
1 from Hofstra University

Fall 2015 – 4 Interns
3 from Syracuse University
1 from SUNY Cortland

Winter Break 2015 – 1 Intern
1 from Syracuse University