

**WSYR**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2018 - January 31, 2019**

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
Promotions Producer	1-3, 5, 7-9, 13, 15-16, 18, 20-23, 25-26, 29-32, 34-35	9
Master Control Operator	1-3, 5, 7-8, 12, 15-16, 18, 20-23, 25-26, 29-32, 34-35	8
Producer, News	1-3, 5, 7, 14-16, 18, 20-23, 25-26, 29- 32, 34-35	5
Account Executive	1-3, 5, 7, 13, 15-16, 18, 20-23, 25-26, 29-32, 34-35	5
News Reporter	1-3, 7, 10, 13, 15-16, 18, 20-23, 25-26, 29-35	10
News Reporter	1-3, 7, 10, 13, 15-16, 18, 20-23, 25-26, 29-35	33
Bridge Street Producer	1-4, 7, 9, 11, 13-18, 20-23, 25, 28-32, 34-35	9
Account Executive	1-3, 7, 13, 15-16, 18, 20-25, 29-32, 34- 35	24
Weekend Anchor/Reporter	1-3, 7, 13, 15-16, 18-23, 25, 29-32, 34- 35	19
Digital Content Manager	1-3, 7-9, 13-16, 18, 20-23, 25, 29-32, 34-35	9
IT/Digital Systems Engineer	1-3, 6-8, 10, 13, 15-23, 25, 27, 29-32, 34-35	19
Master Control Operator	1-3, 7, 13, 15-18, 20-23, 25, 29-32, 34- 35	17
Digital Producer	1-3, 7-8, 13, 15-16, 18, 20-23, 25, 29- 32, 34-35	8
Producer, News	1-3, 5, 7-8, 13, 15-16, 18, 20-23, 25, 29 -32, 34-35	5

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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	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	1
5	Employee Referral	N	5
6	GlassDoor	N	1
7	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
8	Indeed.com	N	6
9	Internal Promotion	N	4
10	Intracompany Transfer	N	2
11	Job Fair	N	1
12	Job/Bulletin Board	N	1
13	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
14	Linked In	N	3

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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	Media Alliance PO Box 3474 Ft Myers, Florida 33918 Phone : 239-652-1010 Email : bill@mediaalliance.com Bill LaPlante	N	0
16	MediaLine - Television 1209 Woodvalley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Job Posting	N	0
17	Monster	N	3
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
19	Nexstar's Facebook Page	N	3
20	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
21	Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Phone : 315-498-2622 Email : mevecs@sunyocc.edu Sheila Mevec	Y	0
22	Onondaga-Madison BOCES PO Box 4754 Syracuse, New York 13290 Phone : 315-433-2638 Email : tgilligan@ocmboces.org Tina Gilligan	Y	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
23	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
24	Professional/Industry Trade Organization	N	2
25	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
26	Spanish Action League 700 Oswego Street Syracuse, New York 13202 Phone : 315-475-6153 Email : careers@laligaupstateny.org Juan Carlos Ochoteco	N	0
27	State/Local Employment Agency	N	1
28	Station's Facebook Page	N	2
29	SUNY Morrisville 80 Eaton Street Morrisville, New York 13408 Phone : 315-684-6615 Email : robackba@morrisville.edu Barbara Roback	N	0
30	SUNY Oswego Career Services 7060 State Rte 104 Oswego, New York 13126 Phone : 315-312-2255 Email : gmorris@oswego.edu Gary Morris	N	0
31	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Tompkins-Cortland Community College 170 North Street Dryden, New York 13053 Phone : 607-844-8222 Email : evenert@tc3.edu Teri Evener	N	0
33	TVJobs.com	N	1
34	WSYR Web Site 5904 Bridge Street E. Syracuse, New York 13057 Phone : 315-446-9999 Url : http://localsyr.com Luke Eggleston Manual Posting	Y	0
35	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>37</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2018	Establishment of an intern program designed to assist members of the community	<p>The Station as an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports, promotions, and weather.</p> <p>Bridge Street  Spring 2018 – 9 Interns  3 from Syracuse University  1 from Onondaga Community College  1 from Cazenovia College  1 from LeMoyne College  2 from SUNY Cortland  1 from Cayuga Community College</p> <p>Summer 2018 - 9 interns  2 from Ithaca College  1 from University of Buffalo  1 from Syracuse University  2 from Onondaga Community College  1 from SUNY Binghamton  1 from SUNY Fredonia  1 from Jamesville-DeWitt High School</p> <p>Full 2018 - 3 interns  1 from Onondaga Community College  1 from Ithaca College  1 from Syracuse University</p> <p>Production  Spring 2018 - 4 interns  1 from BOCES  1 from Cayuga Community College  1 from Syracuse University  1 from Onondaga Community College</p> <p>Summer 2018 - 3 interns  1 from SUNY Oswego  2 from Onondaga Community College</p> <p>Fall 2018 - 1 intern  1 from Onondaga Community College</p> <p>Sports  Spring 2018 - 7 interns  7 from Syracuse University</p> <p>Summer 2018 - 4 interns</p>	4	Executive Producer Operations Manager Sports Director News Director

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			<p>1 from Ithaca College  1 from SUNY Brockport  1 from Keuka College  1 from Onondaga Community College</p> <p>Fall 2018 - 5 interns  2 from Syracuse University  2 from SUNY Oswego  1 from LeMoyne College</p> <p>News  Spring 2018 - 8 interns  1 from LeMoyne College  7 from Syracuse University</p> <p>Summer 2018 - 3 interns  1 from Ithaca College  1 from Wagner University  1 from Syracuse University</p> <p>Fall 2018 - 3 interns  1 from LeMoyne College  1 from Onondaga Community College  1 from Syracuse University</p> <p>Promotions/WEB  Summer 2018 - 1 intern  1 from Wentworth IT technical school</p> <p>Weather  Summer 2018 - 1 intern  1 from Cornell University</p>		
2	2/16/2018	Participation in Job Fairs	The Station participated in the Nexstar Career Day at Syracuse University. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director

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3	2/16/2018	Participation in events or programs sponsored by educational institutions	The Station participated in a Outreach program called "How to get on the Air" put on by the New York State Broadcasters Association at SI Newhouse School of Public Communications. The Station personnel was able to meet with students and young professionals to discuss vacancies at the Station and in the broadcasting industry..	1	News Anchor
4	9/21/2018	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 Stations and in the broadcasting industry.	1	Executive Producer
5	9/25/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Syracuse University. He spoke about career decisions and job requirements..	1	News Director
6	9/26/2018	Participation in Job Fairs	The station participated at the Syracuse University Intern Fair. Station personnel were able to meet with students interested in a internship in broadcasting.	1	Executive Producer
7	10/1/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Onondaga Community College Career Day. He spoke about career decisions and job requirements.	1	News Director
8	10/10/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at LeMoyne College. He spoke about career decisions and job requirements.	1	Sports Director
9	1/11/2019	Participation in Job Fairs	The Station participated in a Career Fair at the ITC High School. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director Anchor