

WROC-TV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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 |
|---------------------------|--|-----------------------|
| Traffic Coordinator | 1-2, 8-9, 12-13, 15-18, 21, 23, 28-30, 34-36, 38-39, 41, 43-45, 47 | 21 |
| Account Executive, Sales | 1-2, 6-9, 12-13, 16-24, 27-30, 34-39, 41-44, 47 | 17 |
| Account Executive, Sales | 1-2, 6-9, 12-13, 16-24, 27-30, 34-39, 41-44, 47 | 7 |
| Account Executive, Sales | 1-2, 6-9, 12-13, 16-24, 27-30, 34-39, 41-44, 47 | 24 |
| Web Manager | 1, 6, 8, 11, 13, 17-18, 21, 23, 28-30, 35, 37-39, 41, 44, 47 | 11 |
| Master Control Operator | 1, 6, 15, 18, 21-23, 27, 29-30, 35, 37, 39, 44, 47 | 21 |
| News Producer | 1, 6-14, 16-21, 23, 27-30, 34-35, 37-39, 41-44, 47 | 11 |
| News Producer | 1, 6-14, 16-21, 23, 27-30, 34-35, 37-39, 41-44, 47 | 7 |
| News Producer | 1, 6-14, 16-21, 23, 27-30, 34-35, 37-39, 41-44, 47 | 11 |
| Digital Sales Manager | 1, 5, 8-9, 11-13, 17-18, 20-21, 23, 27-30, 33-35, 37-39, 41-44, 47 | 17 |
| Production Assistant | 1, 4-6, 8-9, 11-13, 17-18, 20-23, 27-30, 33-34, 37-38, 41-44, 47 | 11 |
| Production Assistant | 1, 4-6, 8-9, 11-13, 17-18, 20-23, 27-30, 33-34, 37-38, 41-44, 47 | 11 |
| Chief Engineer | 3-4, 8, 13, 17, 21-23, 25, 31-32, 38-39, 41, 44, 47 | 21 |
| News Photographer | 1-2, 5-9, 11-13, 17-18, 20-23, 27-29, 33-39, 41-45, 47 | 11 |
| Director of Sales | 1-3, 5-9, 11-13, 16-23, 25, 27-44, 47 | 11 |
| News Production Assistant | 1-2, 5-13, 16-23, 27-30, 33-34, 36-39, 41-45, 47 | 11 |
| Local Sales Manager | 1-6, 8-9, 12-13, 16-23, 27-30, 32-45, 47 | 17 |
| News Production Assistant | 1-2, 5-6, 8-13, 16-23, 27-30, 33-39, 41-45, 47 | 11 |

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|---------------------------|---|-----------------------|
| News Photographer | 1-2, 5-13, 15-18, 20-23, 27-30, 33-39, 41-44, 46-47 | 7 |
| News Photographer | 1-2, 5-13, 15-18, 20-23, 27-30, 33-39, 41-44, 46-47 | 11 |
| Web Manager | 1-2, 5-8, 11-13, 16-17, 20-23, 27-30, 33- 39, 41-47 | 7 |
| Graphic Designer | 1-2, 5-9, 12-13, 16-23, 26-30, 33-39, 41- 47 | 26 |
| News Production Assistant | 1-2, 5-6, 8-10, 12-13, 17-23, 27-30, 34- 35, 37-39, 41-44, 46-47 | 10 |

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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 | Alfred University 1 Saxon Drive Alfred, New York 14802 Phone : 607-871-2164 Url : https://alfred-csm.symplicity.com/employers/ Email : cdc@alfred.edu Marianne Walsh | N | 0 |
| 2 | Binghamton University 4400 Vestal Parkway East Binghamton, New York 13902 Phone : 607-777-2553 Url : https://binghamton-csm.symplicity.com/employers/ Email : hirebing@binghamton.edu Brandy Smith | N | 0 |
| 3 | Broadcasting & Cable Magazine Multichannel News 28 East 28th Street 12th Floor New York, New York 10016 Phone : 607-777-2553 Url : http://www.broadcastingcable.com/ Zach Kalish Manual Posting | N | 0 |
| 4 | Careerbuilder.com 200 N. LaSalle Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Job Listing Manual Posting | N | 1 |
| 5 | Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-5221 Url : https://app.joinhandshake.com/login Rebecca Sparrow Manual Posting | N | 0 |
| 6 | Emma Bowen Foundation for Minority Interests In Media 524 West 57th Street New York, New York 10019 Phone : 212-664-3486 Url : http://www.emmabowenfoundation.com/ Email : sandra.rice@nbcuni.com Sandra Rice | N | 0 |

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|-----------|--|---|--|
| 7 | Employee Referral | N | 10 |
| 8 | Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-543-4800 Url : http://www.facebook.com Job Listing Manual Posting | N | 0 |
| 9 | Finger Lakes Community College 3325 Marvin Sands Drive Canandaigua, New York 14424 Phone : 585-785-1274 Url : https://app.purplebriefcase.com/pb/account/login/ Tammie Woody Manual Posting | N | 0 |
| 10 | Indeed.com | N | 9 |
| 11 | Internal Promotion | N | 17 |
| 12 | Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Url : https://app.joinhandshake.com/login John Fracchia Manual Posting | N | 0 |
| 13 | Jewish Community Center of Greater Rochester 1200 Edgewood Avenue Rochester, New York 14618 Phone : 585-461-2000 Url : http://jccrochester.org/ Email : corourke@jccrochester.org Christine O'Rourke | N | 0 |
| 14 | Job Fair | N | 1 |
| 15 | Job/Bulletin Board | N | 3 |
| 16 | Keuka College 141 Central Ave Keuka Park, New York 14478 Phone : 315-279-5472 Url : https://www.myinterfase.com/keuka/employer/ Meredith Richel Manual Posting | 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 |
|-----------|---|---|--|
| 17 | LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting | N | 14 |
| 18 | Monroe Community College 1000 East Henrietta Road Rochester, New York 14623 Phone : 585-292-2368 Url : https://app.purplebriefcase.com/pb/account/login/ Sherry Sweet Manual Posting | N | 0 |
| 19 | Monster Worldwide, Inc. 133 Boston Post Road Weston,, Massachusetts 2493 Phone : 978-461-8000 Url : https://www.monster.com/ Job Listing Manual Posting | N | 0 |
| 20 | Nazareth College 4245 East Avenue Rochester, New York 14618 Phone : 585-389-2890 Url : https://app.joinhandshake.com/login Michael Kahl Manual Posting | N | 0 |
| 21 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 13 |
| 22 | NYS Broadcasters Association 1805 Western Ave Albany, New York 12203 Phone : 518-456-8888 Url : http://nysbroadcasters.org/job-database/ Email : cjung@nysbroadcasters.org Carolyn Jung | 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 |
|-----------|--|---|--|
| 23 | NYS Dept. of Labor Job Bank 276 Waring Road Rochester, New York 14609 Phone : 585-258-8843 Url : http://newyork.us.jobs/ Email : rochesterjobbank@labor.state.ny.us Jason Kirchhoff | N | 0 |
| 24 | Professional/Industry Trade Organization | N | 1 |
| 25 | Radio Television Digital News Association (RTDNA) 529 14th Street, NW Suite 1240 Washington, District of Columbia 20045 Phone : 202-495-8730 Url : http://rtdna.org/content/post_a_job_form Derrick Hinds Manual Posting | N | 0 |
| 26 | Re-hire | N | 1 |
| 27 | Roberts Wesleyan College 2301 Westside Dr. Rochester, New York 14624 Phone : 585-594-6540 Url : https://app.joinhandshake.com/login Email : flahertym@roberts.edu Mary Flaherty | N | 0 |
| 28 | Rochester Educational Opportunity Center 161 Chestnut Street Rochester, New York 14606 Phone : 585-327-4047 Url : http://www.reoc.brockport.edu/career-services-depa Email : gsherman@brockport.edu Gregory Sherman | N | 0 |
| 29 | Rochester Institute of Technology 57 Lomb Memorial Drive Rochester, New York 14623 Phone : 585-475-5473 Url : https://app.joinhandshake.com/login Email : cmsoce@rit.edu Cathy Slocum | N | 0 |

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|-----------|---|---|--|
| 30 | Saint John Fisher College 3690 East Avenue, Rochester, New York 14618 Phone : 585-385-8050 Url : https://www.myinterfase.com/sjfc/employer/ Jean Skuse Manual Posting | N | 0 |
| 31 | Society of Broadcaster Engineers 9102 N. Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/sections/jl_submit.php Scott Jones Manual Posting | N | 0 |
| 32 | Spots N Dots (Media Recruiter) 1635 Old Highway 41NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com/sectional.asp?id=39620 Gene McKay Manual Posting | N | 0 |
| 33 | Stony Brook University Career Center, Stony Brook University Melville Library, Room W-0550 Stony Brook, New York 11794 Phone : 631-632-1297 Url : https://app.joinhandshake.com/login Andrea Lipack Manual Posting | N | 0 |
| 34 | SUNY Brockport Career Development & Placement 350 New Campus Drive Brockport, New York 14420 Phone : 585-395-2159 Url : https://app.joinhandshake.com/login Helen Wunderlich Manual Posting | N | 0 |
| 35 | SUNY Geneseo 1 College Circle Geneseo, New York 14454 Phone : 585-245-5721 Url : https://employer.myinterfase.com/geneseo/employer/ Email : jobs@geneseo.edu Phyllis Wixom | 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 |
|-----------|--|---|--|
| 36 | SUNY Oswego 145 Marano Center Oswego, New York 13126 Phone : 315-312-2255 Url : https://oswego-suny-csm.symplicity.com/employers/ Mallory Bower Manual Posting | N | 0 |
| 37 | Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : 315-443-2009 Url : https://syr-csm.symplicity.com/employers/ Email : careers@syr.edu Sue Casson | N | 0 |
| 38 | The Urban League of Rochester 265 N. Clinton Avenue Rochester, New York 14605 Phone : 585-397-7362 Url : http://www.ulr.org/ Email : hrjobs@ulr.org Jay Aldrich | N | 0 |
| 39 | TV Jobs.com Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/ Email : markh@tvjobs.com Mark Holloway | N | 1 |
| 40 | TVNewsCheck 24 W. Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : http://www.tvnewscheck.com/ Patty Hersh Manual Posting | N | 0 |
| 41 | Twitter 1355 Market St Francisco, California 94103 Phone : 415-222-9670 Url : https://twitter.com/ Job Listing Manual Posting | 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 |
|--|---|---|--|
| 42 | University of Buffalo 250 Capen Hall Buffalo, New York 14260 Phone : 716-645-4642 Url : https://app.joinhandshake.com/login Judith Applebaum Manual Posting | N | 0 |
| 43 | University of Rochester 4-200 Dewey Hall Box 270028 Rochester, New York 14627 Phone : 585-275-2366 Url : https://app.joinhandshake.com/login Cheryl Koepke Manual Posting | N | 0 |
| 44 | Veterans Outreach Center 459 South Avenue Rochester, New York 14620 Phone : 585-546-1081 Email : nenasiverd@veteransoutreachcenter.org Nena Siverd | N | 0 |
| 45 | WROC On-Air Commercials 201 Humboldt Street Rochester, New York 14610 Phone : 585-287-8050 Url : http://www.rochesterfirst.com/ Ed Crony Manual Posting | N | 0 |
| 46 | www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 47 | YWCA of Rochester and Monroe County 175 N Clinton Avenue Rochester, New York 14604 Phone : 585-368-2261 Url : https://rochesterymca.org/ Email : cstiege@ywcarochester.org Claire Stieg | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 71 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|--|-------------|---|--|-------------------------------------|---|---------------|
| 1 | 3/13/2017 | Participation in events sponsored by community groups | The Station participated in the Recruiting 'Round Rochester Job Fair. | 2 | Human Resources and Payroll Coordinator Manager III, Operations | 0.25 |
| 2 | 3/22/2017 | Participation in events or programs sponsored by educational institutions | The Station participated in the 2017 Professional Job & Internship Fair hosted by SUNY GENESEO's Department of Career Development. | 1 | Human Resources and Payroll Coordinator | 0.25 |
| 3 | 3/29/2017 | Participation in events or programs sponsored by educational institutions | The Station participated in the 2017 Spring Job and Internship Fair at Nazareth College. | 2 | Human Resources and Payroll Coordinator Director of Sales | 0.25 |
| 4 | 3/29/2017 | Participation in events or programs sponsored by educational institutions | The Station participated in the St. John Fisher College Career & Internship Fair. | 2 | Human Resources and Payroll Coordinator Executive Producer | 0.25 |
| 5 | 4/7/2017 | Sponsorship of events in the community designed to increase public awareness | The Station co-hosted and participated in the 2017 Spring Downtown Career Fair @ The Blue Cross Arena. | 1 | Human Resources and Payroll Coordinator | 0.50 |
| 6 | 4/12/2017 | Participation in events or programs sponsored by educational institutions | The Station participated in the Business Field Period and Career Fair, hosted by Keuka College. | 1 | Human Resources and Payroll Coordinator | 0.25 |
| 7 | 8/21/2017 | Participation in job banks, internet programs and other programs designed to promote outreach | The Station participated in the Recruiting 'Round Rochester Job Fair. | 1 | Human Resources and Payroll Coordinator | 1.00 |
| 8 | 10/25/2017 | Participation in events sponsored by community groups | The Station participated in the 2017 VETERANS JOB FAIR Guidance for Employer/Agency Participants. | 1 | Human Resources & Payroll coordinator | 0.25 |
| 9 | 11/2/2017 | Sponsorship of events in the community designed to increase public awareness | The Station co-hosted and participated in the Downtown Career Fair at the Blue Cross Arena. | 1 | Human Resources & Payroll coordinator | 0.50 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 3.50 |