

WSYR
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Sales Assistant	4, 6-13, 15-16	6
News Photographer	4, 7-16	4
Weekday Morning Co-Anchor/Reporter	3-5, 7-16	4
Digital Producer	3-4, 6-16	10
Sales Account Executive	1, 4, 7, 9-16	4
News Producer	2, 7, 9-16	2
News Producer	2, 7, 9-16	2
Lifestyle TV Producer: Bridge Street	2, 7, 9-13, 15-16	15
Administrative Assistant - Sales	6-7, 9-16	6
Digital Producer	4, 6-7, 9-16	15
Digital Producer	4, 6-7, 9-16	6
News Producer	3-4, 7, 9-16	4
News Producer	3-4, 7, 9-16	4
Promotions Manager	5, 7, 9-16	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	Advertisement-TV	N	2
2	Educational Institution	N	8
3	Employee Referral	N	3
4	Indeed.com	N	11
5	Internal Promotion	N	4
6	Linked In	N	4
7	Media Alliance PO Box 3474 Ft Myers, Florida 33918 Phone : 239-652-1010 Email : bill@mediaalliance.com Bill LaPlante	N	0
8	MediaLine - Television 1209 Woodvalley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Job Posting	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
10	NYS Broadcasters Association 1805 Western Avenue Albany, New York Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Carolyn Jung	Y	1
11	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Phone : 315-498-2622 Email : baileyl@sunyocc.edu Laura Bailey	Y	0
13	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
14	TV Talent Agents 812 Carolina Avenue North Augusta, Georgia 29841 Phone : (706) 836-5290 Email : paul.brewer11@comcast.net Paul Brewer	N	0
15	WSYR Web Site 5904 Bridge Street E. Syracuse, New York 13057 Phone : 315-446-9999 Url : http://localsyr.com David Longley Manual Posting	N	4
16	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:			37

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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	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	Human Resources Administrator
2	3/2/2022	Participation in Job Fairs	The Station participated at SUNY Cortland. Station personnel were able to speak with students and discuss vacancies at the Station and in the broadcasting industry.	1	Executive Producer
3	5/10/2022	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, production, sports and weather. The Station hosted three (3) interns from Syracuse University, one (1) from SUNY Oswego, two (2) from Ithaca College; one (1) from Marist College, one (1) from SUNY New Paltz during the 2021 Summer Semester;	8	Executive Producer News Director Operations Manager Sports Director
4	1/9/2023	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	13	General Manager News Director Operations Manager Sales Manager