

WROC-TV
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
News Reporter	3-4, 6, 8-11, 17-18, 22-26, 28-30, 32-35, 38-44, 46-52	9
News Production Assistant	2, 14, 26, 51	14
Sales Account Executive	3-4, 6, 8-11, 17-18, 21-26, 28-29, 32-35, 38-39, 42-44, 46-51	9
Morning News Anchor	3-6, 8-11, 13-15, 17-18, 21-26, 28-29, 32-34, 38-40, 42-44, 46-52	13
Master Control Operator	3-4, 6-8, 10-11, 13, 17-19, 21-24, 26, 28-29, 32-36, 38-40, 42-44, 46-52	7
News Photographer	3-4, 6, 8-10, 13, 17-22, 24-26, 28-29, 32-35, 38-40, 42-44, 46-52	9
Chief Editor	3, 6, 8, 10-11, 17-18, 20-26, 28-29, 32-35, 37-39, 41-44, 46-52	26
Local Sales Manager	3-4, 6, 8-11, 14, 17-18, 22-26, 28-29, 32-35, 38-44, 46-52	22
Production Director	3-4, 6, 8, 10, 13-14, 17, 20, 22, 24-26, 28-29, 32-35, 38-44, 46-52	14
News Photographer	3-4, 6-8, 10-11, 17-18, 20, 22-26, 28-29, 32-35, 38-44, 46-52	22
News Production Assistant	3-4, 6, 8, 10, 13-14, 17-18, 22, 24-26, 28-29, 32-34, 38-44, 46-48, 50-52	13
Sales Account Executive	3-4, 6, 8-12, 17-18, 22-26, 28-29, 32-35, 38-44, 46-52	12
Integrated Digital Specialist	3-4, 6, 8, 10, 13, 17-18, 22, 24-26, 28-30, 32-35, 38-44, 46-48, 50-52	13
News Producer	1, 3-4, 6, 8, 10-11, 17-19, 21-26, 28-29, 32-35, 38-44, 46-48, 50-52	22
Local Sales Assistant	8, 18, 24, 26, 28-29, 31-34, 42-44, 51-52	31
Digital Sales Manager	3-4, 6, 8, 10, 17-18, 22, 24-26, 28-30, 32-35, 38-44, 46-48, 50-52	30
News Photographer	10, 13, 22, 26, 46, 50	46
News Reporter	3-4, 6, 8, 10, 13, 17-18, 22, 25-26, 28-29, 32-35, 38-48, 50-52	13

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News Producer	3-4, 6, 8, 10, 13-14, 17-18, 20, 22, 25-26, 28-29, 32-35, 38-44, 46-48, 50-52	13
Master Control Operator	3-4, 6, 9-11, 17-18, 22-23, 25-26, 28-29, 32-35, 38-44, 46-48, 50-52	22
News Reporter	3-4, 6, 8-11, 14-15, 17-18, 21-26, 28-30, 32-35, 38-44, 46-52	9
News Producer	3-4, 6, 8, 10-11, 13, 17-18, 21-26, 28-29, 32-35, 38-44, 46-52	13
News Photographer	3-4, 8, 10, 18, 22, 24, 26-29, 32-34, 42-44, 46, 49-52	27
Sales Account Executive	3-4, 8-10, 16, 18, 22, 25-26, 28-29, 32-35, 38-40, 42-44, 46-52	22
News Reporter	3-4, 6, 8-10, 13, 17-18, 22, 25-26, 28-29, 32-35, 38-44, 46-52	13
News Producer	3-4, 6, 8-10, 17-18, 22, 25-26, 28-29, 32-35, 38-44, 46-52	22

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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	602 Communications 602 Communications Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Advertisement-TV	N	1
3	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
4	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
5	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
6	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
7	Educational Institution	N	2

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8	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
9	Employee Referral	N	14
10	Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-543-4800 Url : http://www.facebook.com Job Listing Manual Posting	N	2
11	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
12	GlassDoor	N	1
13	Indeed.com	N	16
14	Internal Promotion	N	10
15	Intracompany Transfer	N	2
16	Ithaca College 1101 Gannett Center Ithaca, New York 14850 Phone : 607-274-1687 Email : jobline@ithaca.edu Fax : 1-607-274-1688 John Fracchia	N	0
17	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	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
19	Job Fair	N	3
20	Job/Bulletin Board	N	6
21	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
22	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting	N	22
23	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
24	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	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
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	14
27	Nexstar's Facebook Page	N	2
28	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
29	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
30	Professional/Industry Trade Organization	N	5
31	Re-hire	N	1
32	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	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
34	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
35	Saint John Fisher College 3690 East Avenue, Rochester, New York 14618 Phone : 585-385-8050 Url : https://app.joinhandshake.com/login Jean Skuse Manual Posting	N	0
36	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
37	Station's Facebook Page	N	1
38	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	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
40	SUNY Geneseo 1 College Circle Geneseo, New York 14454 Phone : 585-245-5721 Url : https://app.joinhandshake.com/login Phyllis Wixom Manual Posting	N	0
41	SUNY Oswego 145 Marano Center Oswego, New York 13126 Phone : 315-312-2255 Url : https://app.joinhandshake.com/login Mallory Bower Manual Posting	N	0
42	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
43	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
44	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	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
45	TVJobs.com	N	1
46	Twitter 1355 Market St Francisco, California 94103 Phone : 415-222-9670 Url : https://twitter.com/ Job Listing Manual Posting	N	1
47	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
48	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
49	Veterans Outreach Center 459 South Avenue Rochester, New York 14620 Phone : 585-546-1081 Email : vena.siverd@veteransoutreachcenter.org Nena Siverd	N	0
50	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
51	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	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:			108

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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	2/3/2018	Participation in events sponsored by community groups	The Station participated at the Broadcasting Job Fair, hosted by Buffalo Broadcasting Association. Station personnel were able to meet with individuals in the community and discuss vacancies at the Station and in the broadcasting industry.	1	HR/ Business Coordinator
2	3/15/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the Keuka Business Field Period and Career Fair. Station personnel meet with students and discuss vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Business Coordinator
3	3/21/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the SUNY Geneseo Spring 2018 Professional Job and Internship Fair. Station personnel meet with students and discuss vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Business Coordinator
4	3/21/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the St. John Fisher College Career & Internship Fair. Station personnel meet with students and discuss vacancies and internship opportunities at the station and in the broadcasting industry.	1	Executive News Producer
5	3/27/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the Nazareth College Spring 2018 Job & Internship Fair. Station personnel meet with students and discuss vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Business Coordinator
6	4/6/2018	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Rochester Amerks. The Station provided administrative and advertising resources. Station personnel were able to meet with individuals in the community and discuss vacancies at the Station and in the broadcasting industry.	2	HR Business Coordinator Promotions Manager
7	4/9/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the Roberts Wesleyan College 2018 Internship and Career Fair. Station personnel meet with students and discuss vacancies and internship opportunities at the Station and in the broadcasting industry.	1	HR Business Coordinator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	12/17/2018	Participation in Job Fairs	The Station participated at the New York State Rochester Works! job fair. Station personnel were able to meet with individuals in the community and discuss vacancies at the Station and in the broadcasting industry.	1	HR Business Coordinator
9	12/31/2018	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted four (4) interns, from Rochester Institute of Technology, St. John Fisher College, and The College at Brockport during the 2018 Spring Semester; nine (9) interns, from Roberts Wesleyan College, Rochester Institute of Technology, Rochester Works! Summer Youth Employment Program, St. John Fisher College, SUNY Geneseo, The College at Brockport, and The University of Akron, during the 2018 Summer Semester; and five (5) interns, from Nazareth College, St. John Fisher College, SUNY Geneseo, and The University of Rochester during the 2018 Fall Semester, and one (1) intern, from Syracuse University during the 2017 Winter Semester.</p>	5	News Director General Sales Manager Creative Services Director HR Business Coordinator