

WROC-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Assistant Chief Engineer	2-3, 5-6, 8-10, 13-15, 17-18, 20-44	15
News Reporter	1-3, 5-6, 8-9, 12-14, 16-18, 21-24, 26-29, 32-35, 37-44	12
Sales Account Executive	2-3, 5-9, 13-14, 16-18, 20-24, 26-29, 31-44	17
News Production Assistant	2-3, 5-6, 10, 13-14, 17-19, 21-24, 27-29, 31-33, 36-37, 39-44	10
Master Control Operator	2-3, 5-6, 8-10, 13-14, 16-18, 20-24, 26-29, 31-37, 39-44	10
Executive Producer	2-3, 5-6, 8-11, 13-14, 16-18, 20-24, 26-29, 31-44	10
News Director	2-3, 5-6, 8-9, 12-14, 16-18, 21-24, 26-29, 31-44	37
News Reporter	1, 3, 5-6, 8-9, 13-14, 17-18, 20-24, 26-29, 31-37, 39-44	37
Chief Meteorologist	2-3, 5-7, 9, 11, 13-14, 17-18, 20-24, 26-29, 31-44	7
Digital Executive Producer	2-3, 5-6, 9-11, 13-14, 16-18, 21-24, 26-29, 31-37, 39-44	17
Sports Anchor	2-3, 5-10, 12-14, 16-18, 20-24, 26-29, 31-43	10
Sales Account Executive	2-3, 5-10, 13-14, 16-18, 21-24, 26-29, 31-43	17
Digital Content Producer	2-3, 5-11, 13-14, 16-18, 21-24, 26-29, 31-43	7
Master Control Operator	2-3, 5-6, 8-11, 13-14, 16-18, 21-24, 26-43	17
Sports Reporter	2-3, 5-10, 13-14, 16-18, 21-24, 26-29, 31-43	7
News Reporter	1-3, 5-9, 13-14, 16-18, 21-24, 26-29, 31-43	7
Weekend News Anchor/ Reporter	2-5, 7-8, 10, 13-14, 16-17, 21-24, 26-29, 31-43	7

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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-Print	N	3
2	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
3	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
4	CareerBuilder.com	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 : 818-655-5707 Url : http://www.emmabowenfoundation.com/ Email : NienaDrake@Gmail.com Niéna Drake	N	0
7	Employee Referral	N	13
8	Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-543-4800 Url : http://www.facebook.com Job Listing Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	17
11	Internal Promotion	N	6
12	Intracompany Transfer	N	6
13	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
14	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
15	Job Fair	N	2
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
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	36

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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	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	1
19	Monster	N	1
20	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
21	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
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
23	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
24	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

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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	Professional/Industry Trade Organization	N	1
26	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
27	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
28	Rochester Institute of Technology 57 Lomb Memorial Drive Rochester, New York 14623 Phone : 585-475-5473 Url : https://app.joinhandshake.com/login Email : cmsoc@rit.edu Cathy Slocum	N	0
29	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
30	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	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
32	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
33	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
34	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
35	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	1
36	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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	9
38	Twitter 1355 Market St Francisco, California 94103 Phone : 415-222-9670 Url : https://twitter.com/ Job Listing Manual Posting	N	0
39	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
40	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
41	Veterans Outreach Center 459 South Avenue Rochester, New York 14620 Phone : 585-546-1081 Email : nenasiverd@veteransoutreachcenter.org Nena Siverd	N	0
42	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

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43	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
44	YWCA of Rochester and Monroe County 175 N Clinton Avenue Rochester, New York 14604 Phone : 585-368-2261 Url : https://rochesterymca.org/ Email : cstieg@ywcarochester.org Claire Stieg	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			109

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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	2/3/2019	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 five (5) interns, from Nazareth College, St. John Fisher College, University of Buffalo, and The College at Brockport during the 2019 Spring Semester; twelve (12) interns, from Nazareth College, SUNY Oswego, The College at Brockport, State University of New York Fredonia, University of Buffalo, Genesee Community College, and Monroe Community College, Syracuse University during the 2019 Summer Semester; and two (2) interns, from The University of Rochester and The College of Brockport during the 2019 Fall Semester.</p>	4	News Director Creative Services Director Chief Meteorologist Sports Director
2	2/3/2019	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 New York State Department of Labor Job Bank and to the New York State Broadcaster Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	3	General manager News Operation Manager HR Coordinator
3	3/12/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the Keuka Business Field Period and Career Fair. Station personnel met with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Business Coordinator
4	3/20/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the Roberts Wesleyan College 2019 Internship and Career Fair. Station personnel met with students and discussed vacancies and internship opportunities at the Station and in the broadcasting industry.	1	HR Business Coordinator

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5	3/21/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the 2019 St. John Fisher College Career & Internship Fair. Station personnel met with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Business Coordinator
6	3/26/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the Nazareth College Spring 2019 Job & Internship Fair. Station personnel met with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Business Coordinator
7	3/27/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the SUNY Geneseo Spring 2019 Professional Job and Internship Fair. Station personnel met with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Business Coordinator
8	11/2/2019	Participation in events sponsored by community groups	The Station participated at the Broadcasting Job Fair, hosted by the Buffalo Broadcasting Association. Station personnel met with individuals in the community and discussed vacancies at the Station and in the broadcasting industry.	1	HR Business Coordinator
9	11/8/2019	Co Sponsoring Job Fair	The Station co-sponsored the Downtown Career job fair with Rochester Amerks. The Station provided administrative and advertising resources. Station personnel met with individuals in the community and discussed vacancies at the Station and in the broadcasting industry.	1	HR Business Coordinator