

WROC-TV
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
Digital Sales Manager	1-2, 7-12, 15-16, 18-21	8
Sales Account Executive	2, 7-8, 10-13, 15-16, 18-21	8
Digital Reporter	1-2, 4-5, 7-8, 10-13, 15-16, 18-21	5
Receptionist/Administrative Assistant	1-2, 4, 7-8, 10-13, 15-16, 18-21	4
Multimedia Journalist	1-2, 6-8, 10-13, 15-21	6
Multimedia Journalist	1-2, 6-8, 10-13, 15-21	1
Master Control Operator	2, 4, 7-8, 10-16, 18-21	8
News Anchor/Reporter	2, 6-8, 10-13, 15-16, 18-21	8
Morning Meteorologist	1-2, 5-8, 10-13, 15-16, 18-21	5
Weekend Meteorologist	2, 4-8, 10-13, 15-16, 18-21	5
Sales Account Executive	1-2, 4, 7-8, 10-13, 15-16, 18-21	4
Sales Account Executive	1-2, 4, 7-8, 10-13, 15-16, 18-21	1
Sales Account Executive	1-2, 4, 7-8, 10-13, 15-16, 18-21	1
Creative Services Producer	2, 4, 7-8, 10-13, 15-16, 18-21	4
Production Director	1-2, 4, 7-8, 10-13, 15-16, 18-21	4
News Photographer	2-4, 7-8, 10-13, 15-16, 18-21	3
News Assignments Editor	1-2, 7-8, 10-13, 15-16, 18-21	1
Sports Reporter/Anchor	2, 4, 6, 8, 10, 18	8
Digital Content Producer	2, 5, 7-8, 10-13, 15-16, 18-21	5
News Producer	2, 4-5, 7-8, 10-13, 15-16, 18-21	5
News Co-Anchor	1-2, 4, 6-8, 10-13, 15-16, 18-21	4
Receptionist/Administrative Assistant	2, 4, 7-8, 10-13, 15-16, 18-21	4
Regional Auto Specialist	1-2, 4, 7-8, 10-13, 15-16, 18-21	1 ¹
News Anchor/Reporter	2, 4, 6-8, 10-13, 15-16, 18-21	8

¹ 1 Nexstar did not actively distribute job vacancy notices to Career Builder.com, Monster.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar. NOTE: RS #14/Society of Broadcast Engineers has indicated they only want to be sent vacancy information for engineering positions at the Station. RS#3/Handshake was added on June 1, 2021

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I. VACANCY LIST

Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Graphic Designer	1-2, 4, 7-8, 10-13, 15-16, 18-21	1
Digital Content Producer	2, 5, 7-8, 10-13, 15-16, 18-21	8
Production Assistant	2-3, 5, 7-8, 10-13, 15-16, 18-21	5
Director of Technology	2, 4-8, 10-16, 18-21	5

See

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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	Employee Referral	N	16
2	Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-543-4800 Url : http://www.facebook.com Job Listing Manual Posting	N	0
3	Handshake 225 Bush St, Suite 1200 San Francisco , California 94104 Phone : 5852878004 Url : http://joinandshake.com Valerie Wackmann	N	2
4	Indeed.com	N	37
5	Internal Promotion	N	11
6	Intracompany Transfer	N	13
7	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
8	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting	N	40
9	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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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
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
11	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
12	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	1
13	Rochester Black Association of Journalist 2269 Lyell Avenue Suite 103 Rochester, New York 14606 Phone : 5852878400 Url : https://www.rabjournalists.org/diversity Email : willietotjames@gmail.com Dr. Claudette James	N	0
14	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
15	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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16	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	0
17	TVJobs.com	N	1
18	Twitter 1355 Market St Francisco, California 94103 Phone : 415-222-9670 Url : https://twitter.com/ Job Listing Manual Posting	N	0
19	Veterans Outreach Center 459 South Avenue Rochester, New York 14620 Phone : 585-546-1081 Email : vena.siverd@veteransoutreachcenter.org Nena Siverd	N	0
20	WROC On-Air Commercials 201 Humboldt Street Rochester, New York 14610 Phone : 585-287-8050 Url : http://www.rochesterfirst.com/ Terry Kowalski Manual Posting	N	0
21	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:			129

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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	Participation in scholarship programs	<p>The Station participates in the New York State Broadcasters Association's established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there were two (2) recipients one from Monroe Community College and one from Nazareth College during the 2021 Fall Semester.</p>	2	News Director Assistant News Director
2	Ongoing Event	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 during the 2021 summer semester from the following schools: St. John Fisher College, S.I. Newhouse School Of Public Communications Syracuse University, Ithaca College, SUNY Oswego, and Rochester Institute of Technology. One (1) intern, from Nazareth College during the 2021 Fall Semester.</p>	3	News Director Creative Services Director Assistant News Director
3	2/26/2021	Participation in events or programs sponsored by educational institutions	The Station participated at Stony Brook University: VIRTUAL Business, Communications & Journalism Job & Internship Fair (Spring 2021). Station personnel met with students and discussed vacancies and internship opportunities at the station. The Station also provided general information about jobs within the broadcast industry. The Station interacted and collected resumes from the students.	2	Creative Services Director HR Coordinator

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4	3/4/2021	Participation in events or programs sponsored by educational institutions	The Station participated at the Virtual Big Fair at St. John Fisher College. Station personnel met with students and discussed vacancies and internship opportunities at the station. The Station also provided general information about jobs within the broadcast industry. The Station interacted and collected resumes from the students.	2	Creative Services Director HR Coordinator
5	3/10/2021	Participation in events or programs sponsored by educational institutions	The Station participated at SUNY Brockport 2021 Virtual Jobs & Internships Fair. Station personnel met with students and discussed vacancies and internship opportunities at the station. The Station also provided general information about jobs within the broadcast industry. The Station interacted and collected resumes from the students.	2	Creative Services Director HR Coordinator
6	4/15/2021	Participation in events sponsored by organizations representing the community	Station personnel participated as speaker before the virtual New York State Broadcaster Association College Outreach Program focusing on Careers in Local Media. Station personnel discussed broadcasting jobs in general and at the station and provided guidance on how and where to apply for jobs at Nexstar.	1	Vice President & General Manager
7	8/13/2021	Participation in events sponsored by organizations representing the community	The Station participated in Veteran's Outreach Center's 2021 Stand Down for our veterans and families. Station personnel met in person with Veterans and discussed vacancies and internship opportunities at the station. The Station also provided general information about jobs within the broadcast industry. The Station interacted and collected resumes from the students.	1	HR Coordinator
8	11/15/2021	Sponsorship of events in the community designed to increase public awareness	The Station co-sponsored a job fair with Uniting & Healing through Hope of Monroe County. The Station provided financial, and advertising resources. The Station personnel met with individuals from the community and discussed vacancies at the Station and provided an overview of jobs within the broadcast industry.	2	Creative Services Director HR Coordinator

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9	1/5/2022	Provision of training to management	The station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussion regarding proper dissemination of job vacancy information, document retention and hiring procedures.	7	Vice President & General Manager Assistant Chief Engineer Creative Services Director News Director Assistant News Director General Sales Manager Local Sales Manager