

WROC-TV
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2-3, 5-6, 8-12, 14, 16-21	2
Digital Content Producer	2-3, 8-12, 14, 16-21	9
Production Director	3, 6, 8-12, 14, 16-21	6
Sales Account Executive	2-5, 8-12, 14, 16-21	5
Weekend Morning Meteorologist	3, 7-12, 14, 16-21	7
News Anchor/Reporter	3, 8-14, 16-21	9
IT / Network Systems Technician	3, 5, 8-12, 14-21	5
News Producer	2-3, 5-6, 8-12, 14, 16-21	2
News Producer	2-3, 5-6, 8-12, 14, 16-21	5
News Producer	2-3, 5-6, 8-12, 14, 16-21	6
Multimedia Journalist	1, 3, 5, 8-12, 14, 16-21	1
Promotions Producer	3, 5, 8-12, 14, 16-21	5
Assignments Editor	3, 5-6, 8-12, 14, 16-21	5
Digital Content Producer	2-3, 5, 8-12, 14, 16-21	5
Creative Services Producer	3, 8-12, 14, 16-21	10
Receptionist/Administrative Assistant	3-5, 8-12, 14, 16-21	5
News Producer	3, 5, 8-12, 14, 16-21	5
Multimedia Journalist	3, 6, 8-12, 14, 16-21	6
Sales Account Executive	2-3, 5, 8-12, 14, 16-21	5
News Director III	3, 6, 8-12, 14, 16-21	6
Maintenance Engineer	3, 5, 8-12, 14-21	5
Digital Executive Producer	3, 5, 8-12, 14, 16-21	5
Production Assistant	3, 5, 8-12, 14, 16-21	5
Morning News Anchor	2-3, 7-12, 14, 16-21	2

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 #15 Society of Broadcast Engineers has indicated they only want to be sent vacancy information for engineering positions at the Station. RS #8 Jewish Community Center of Greater Rochester was deleted on October 25, 2022, and has indicated they no longer want to be sent job vacancy information at the Station.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	2-3, 5, 8-12, 14, 16-21	2
Digital Content Producer	3, 5-6, 8-12, 14, 16-21	6
Sales Account Executive	2-3, 9-12, 14, 16-21	2
Production Director	3, 6, 9-12, 14, 16-21	6

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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	CareerBuilder.com	N	1
2	Employee Referral	N	15
3	Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-543-4800 Url : http://www.facebook.com Job Listing Manual Posting	N	0
4	Handshake 225 Bush St, Suite 1200 San Francisco , California 94104 Phone : 5852878004 Url : http://joinandshake.com Valerie Wackmann	N	2
5	Indeed.com	N	53
6	Internal Promotion	N	12
7	Intracompany Transfer	N	5
8	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 Prong 2 Ended Date: 10/25/2022	N	0
9	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting	N	37
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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	0
13	Professional/Industry Trade Organization	N	1
14	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
15	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
16	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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17	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
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 : ena.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:			134

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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	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 one (1) intern during the 2022 spring semester from SUNY Brockport. Six (6) interns during the 2022 summer semester from the following schools: University of Rochester, SUNY Brockport, SUNY Oswego, and University at Buffalo. One (1) intern, from SUNY Brockport during the 2022 Fall Semester.</p>	2	News Director Assistant News Director
2	Ongoing Event	Participation in scholarship programs	The Station participates in the New York State Broadcasters Association's established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there were two (2) recipients one from SUNY Oswego College and one from SUNY Brockport during the 2022 Fall Semester.	2	News Director Assistant News Director
3	2/8/2022	Participation in events sponsored by organizations representing the community	The Station participated at New York State Department of Labor Finger Lakes Virtual Career Fair (spring 2022). 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
4	2/11/2022	Participation in events or programs sponsored by educational institutions	The Station participated at Stony Brook University: VIRTUAL IT& Engineering Job & Internship Fair (Spring 2022). 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 Chief Engineer

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5	2/17/2022	Participation in events or programs sponsored by educational institutions	The Station participated at University Of Rochester University: 2022 Virtual Spring Career Expo (Spring 2022). 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.	3	Creative Services Director Assistant News Director HR Coordinator
6	2/18/2022	Participation in events or programs sponsored by educational institutions	The Station participated at Stony Brook University: VIRTUAL Business, Communications & Journalism Job & Internship Fair (Spring 2022). 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.	3	Creative Services Director HR Coordinator Assistant News Director
7	4/7/2022	Participation in events or programs sponsored by educational institutions	The Station participated at Syracuse University 2022 Virtual S.I. Newhouse School Of Public Communications-Recruitment Collective (Spring 2022). 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 Assistant News Director
8	8/3/2022	Participation in events sponsored by organizations representing the community	The station attended the National Association Black Journalists & National Association Hispanic Journalists 2022 Convention and Career Fair, which was held in Las Vegas, Nevada. During that event, the Station had a booth where potential employees were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.	1	News Anchor III

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9	8/31/2022	Participation in events or programs sponsored by educational institutions	The Station participated in SUNY Brockport's Part-Time Job Festival! (Summer 2022). 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	News Director Creative Services Director
10	1/18/2023	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.	7	Vice President & General Manager News Director Creative Services Director Chief Engineer