

WROC-TV
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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
Digital Meteorologist	2-3, 5-16	2
Assignments Editor	1-3, 6-16	1
News Producer	2-4, 6-16	7
News Producer	2-4, 6-16	2
Sales Account Executive	2-4, 6-16	8
News Producer	2-4, 6-16	2

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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	10
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	Indeed.com	N	4
5	Intracompany Transfer	N	1
6	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
7	LinkedIn 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting	N	8
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
9	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

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10	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
11	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
12	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	1
13	Twitter 1355 Market St Francisco, California 94103 Phone : 415-222-9670 Url : https://twitter.com/ Job Listing Manual Posting	N	0
14	Veterans Outreach Center 459 South Avenue Rochester, New York 14620 Phone : 585-546-1081 Email : nenasiverd@veteransoutreachcenter.org Nena Siverd	N	0
15	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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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:			26

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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	3/4/2020	Participation in events or programs sponsored by educational institutions	The Station participated at the 2020 The College at Brockport 2020 Jobs and Internships Fair. Station personnel met with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry.	1	HR Coordinator
2	4/30/2020	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 four (4) interns, one from SUNY Geneseo and three from The College at Brockport during the 2020 Spring Semester.	2	News Director Assistant News Director
3	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 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	Vice President & General Manager News Director HR Coordinator
4	9/29/2020	Participation in events or programs sponsored by educational institutions	The Station participated at Syracuse University 2020 Virtual Business & Communications Career Fair. Station personnel met with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry. The Station interacted and collected resumes from the students.	2	Creative Service Director HR Coordinator
5	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 The College at Brockport and one from The university of Buffalo.	2	Vice President & General Manager News Director

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6	11/6/2020	Participation in events or programs sponsored by educational institutions	The Station participated in Stony Brook University Virtual Diversity Recruitment Job & Internship Fair Fall 2020. Station personnel met virtually with students and discussed vacancies and internship opportunities at the station and in the broadcasting industry. The Station interacted and collected resumes from the students.	2	Creative Service Director HR Coordinator