

ANNUAL EEO PUBLIC FILE REPORT

WSYR-TV

February 1, 2016 through January 31, 2017

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WSYR - TV

The information contained in this Report covers the time period beginning February 1, 2016 to and including January 31, 2017 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from February 1, 2016 – January 31, 2017

Station Comprising the Station Employment Unit: WSYR-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	News Production Assistant	HH	13	A-MM
2	Broadcast Engineer	AA	4	A-MM
3	Integrated Digital Specialist	II	5	A-MM
4	Videographer/Photographer	C	2	A-MM
5	Digital Media Manager	C	3	A-MM
6	Meteorologist, Reporter	II	5	A-MM
7	Reporter	D	6	A-MM
8	Reporter	AA	6	A-MM
9	Reporter	D	6	A-MM
10	Promotions Producer	C	7	A-D
11	Account Executive	AA	5	A-MM
12	News Producer	D	3	A-MM
13	News Producer	D	3	A-MM
14	News Producer	D	3	A-MM
15	Creative Services Producer	AA	6	A-MM
16	Promotions Manager	C	3	A-MM
17	Master Control Operator	A	2	A-MM

Total Number of Persons Interviewed During Applicable Period: 82

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2016 – January 31, 2017

Station Comprising the Station Employment Unit: WSYR-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Corporate Web Site	Mary Dreverman	www.nexstar.tv	972-373-8800	Y	33
B	Station Web Site	Luke Eggleston	www.localsyr.com	315-446-9999	Y	1
C	Internal Station Posting	Mary Dreverman	5904 Bridge Street E. Syracuse, NY 13057	315-446-9999	Y	9
D	Employee Referral/ Word of Mouth	Mary Dreverman/ Dept. Hiring Manager	5904 Bridge Street E. Syracuse, NY 13057	315-446-9999	N	25
E	NAACP of Syracuse	None	PO Box 397 Colvin Elmwood Station Syracuse, NY 13205	315-422-6933	Y	
F	National Organization of Women	Ann Jamison	PO Box 1234 Syracuse, NY 13202	315-471-4263	Y	
G	Women’s Information Center	None	601 Allen Street Syracuse, NY 13210	315-478-4636	Y	

H	Syracuse University Center for Career Services	None	235 Schine Student Center Syracuse, NY 13244		Y	
I	SI Newhouse School of Public Communications	Bridget Lichtinger	215 University Pl, BLD 1, Rm 20 Syracuse, NY 13244	315-443-2301	Y	
J	Syracuse Model Neighborhood Facility	Terrance Byrd- El	401 South Avenue Syracuse, NY 13204	315-671-5804 tbyrdel@swccsyr.org	Y	
K	Peace Inc. County West Family Residential Center	Michelle Arthur	52 Oswego Street Baldwinsville, NY 13027	315-638-1051	Y	
L	Howard University Career Services	None	525 Bryant St. NW Washington, DC 20049	202-806-7513	Y	
M	The Native American JPTA	Gail Vincent	312 Gifford Street Syracuse, NY 13204	315-475-6417	Y	
N	Media Alliance	Bill LaPlante II Executive Director		bill@mediaalliance.co m www.mediaalliance.co m (239) 652-1010	Y	
O	Dunbar Association	Julius Edwards	1453 S. State Street Syracuse, NY 13205	315-476-4269	Y	
P	Morrisville State College		80 Eaton St. Morrisville, NY 13408	barshaab@morrisville.ed u	Y	
Q	Onondaga Community College	Sheila Mevec	4941 Onondaga Road Syracuse, NY 13215	315-498-2622	Y	
R	Cayuga Community College	Karen Merritt	197 Franklin Street Auburn, NY 13021	315-255-1743	Y	
S	SUNY Oswego Career Services	Gary Morris	7060 State Rt. 104 Oswego, NY 13126	315-312-2255	Y	
T	Tompkins-Cortland Community College	Jim Hull	170 North St, PO Box 139 Dryden, NY 13053	607-844-8222	Y	
U	Cornell University	None	42-51 Campus Road Ithaca, NY 14850	607-254-4636	Y	

V	Ithaca College Career Services	None	953 Danby Road Ithaca, NY 14850	607-274-3365	Y	
W	Cazenovia College	None	22 Sullivan Street Cazenovia, NY 13035	800-654-3210 careerservices@cazenovia.edu	Y	
X	Onondaga-Madison BOCES	Tessa Gaglianese	PO Box 4754 Syracuse, NY 13290	315-433-2634 Tgaglianese2@ocmboces.org	Y	
Y	Spanish Action League	Anna Guerrero	700 Oswego Street Syracuse, NY 13202	315-475-6153 careers@laligaupstate.ny.org	Y	
Z	Transitional Learning Services of Onondaga County	Catherine Montpetit	420 E. Genesee Street Syracuse, NY 13202	315-478-4151	Y	
AA	Aurora of Central New York	John Scala	518 James Street Syracuse, NY 13203-2238	315-422-2429	Y	
BB	NYS Broadcasters Association	Sandy Messineo	1805 Western Avenue Albany, NY 12203-4601	518-456-8888	Y	
CC	Association for Better Living	None	4141 S. Salina Street Syracuse, NY 13205	315-469-0469	Y	
DD	NYS Department of Labor	None	450 S. State Street, Rm. 302 Syracuse, NY 13202	315-479-3284 – phone 315-479-3216 - fax	Y	
EE	Center for Community Alternatives	None	115 E. Jefferson St., Ste. 300 Syracuse, NY 13202	315-422-5638, Ext. 320 creynolds@communityalternatives.org	Y	
FF	Learning Disabilities Assn. of CNY	None	722 W. Manlius St. E. Syracuse, NY 13057	Lnellis@Ldacny.org	Y	
GG	MediaLine - Television	Mark Shilstone	PO Box 51909 Pacific Grove, CA 94950	800-237-8073	Y	
HH	Linkdin	None	None	www.linkedin.com	N	3

II	TV Jobs.com	Mark Holloway		admin@tvjobs.com www.tvjobs.com	Y	10
JJ	Career Builder.com		None	www.careerbuilder.com	N	1
KK	Broadcasting & Cable			Yourmembership.com	N	
LL	Spots n Dots			ads@spotsndots.com	N	
MM	MediaRecruiter.com	Art Scott		Art@MediaRecruiter.com	N	

Appendix 3 to Annual EEO Public File Report

Covering the Period from February 1, 2016 – January 31, 2017

Station(s) Comprising the Station Employment Unit: WSYR-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WSYR-TV.

	Recruitment Initiative	Description
1	Participation in Job fairs by station personal with substantial authority for hiring decisions.	On September 19, 2016 from 12:00 – 3:30 pm, our Executive Producer of " Bridge Street" attended the Syracuse University Intern Fair at the Schine Student Center's Goldstein Auditorium.. He spoke with dozens of broadcasting and communications students from Syracuse University and other local colleges, including LeMoyne and Onondaga Community College. We were recruiting potential interns for "Bridge Street", our morning talk and entertainment show, for the Fall and Spring semesters. He signed up at least one intern for each semester on "Bridge Street", and also shared contact information about other Nexstar stations across Upstate New York.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	<p>WSYR-TV conducts an ongoing internship program designed to give students from local high schools and colleges hands-on training. During this reporting period, we hosted spring, summer and fall interns in the following departments:</p> <p><u>Bridge Street</u> <u>Spring 2016</u> – 6 Interns 1 from SUNY Oswego 4 from Syracuse University 1 from SUNY Cortland</p> <p><u>Summer 2016</u> – 5 Interns 1 from Ithaca 1 from Cazenovia 1 from Quinnipiac 1 from Champlain 1 from Dartmouth</p> <p><u>Fall 2016</u> – 3 Interns 2 from Onondaga Community College 1 from Ithaca</p>

News

Spring 2016 – 5 Interns
5 from Syracuse University

Summer 2016 – 4 Interns
1 from Marist
1 from Cornell
1 from Utica
1 from Syracuse University

Fall 2016 – 2 Intern
1 from LeMoyne
1 from Syracuse University

Meteorology

Spring 2016 – 1 Intern
1 from SUNY Oswego

Sports

Spring 2016 – 3 Interns
2 from Syracuse University
1 from SUNY Oswego

Summer 2016 – 2 Interns
1 from LeMoyne
1 from Ithaca

Fall 2016 – 2 Interns
1 from SUNY Oswego
1 from LeMoyne

Promotions

Spring 2016 – 1 Intern
1 from SUNY Cortland

Production

Spring 2016 – 4 Interns
1 from Cayuga Community College
3 from Onondaga Community College

		<p><u>Summer 2016</u> – 2 Interns 1 from RIT 1 from Cornell</p> <p><u>Fall 2016</u> – 4 Interns 2 from Onondaga Community College 1 from SUNY Oswego 1 from Syracuse University</p> <p><u>“First At Four”</u> <u>Summer 2016</u> – 1 Intern 1 from St. Lawrence University</p> <p><u>“Extraordinary Live”</u> <u>Fall 2016</u> – 1 Intern 1 from LeMoyne</p>
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