

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - December 2, 2019**

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
Account Executive	1-12, 14, 16, 19-32, 34, 37-54	10
Account Executive	1-12, 14, 16, 19-32, 34, 37-54	16
News Anchor	1-4, 6-9, 12, 14, 17, 19-24, 26-32, 34, 37-48, 50-54	21
Director, newscast	1-4, 6-9, 12, 14, 16, 19-24, 26-32, 34- 35, 37-48, 50-54	21
Chief Engineer	1-4, 6-9, 12, 14, 17-20, 22-24, 26-32, 34, 37-48, 50-54	17
Local Sales Manager	1-4, 6-9, 12, 14-15, 17, 19-20, 22-24, 26-32, 34, 37-48, 50-54	17
Producer, News	1-4, 6-9, 12, 14, 18-20, 22-24, 26-32, 34, 37-48, 50-54	30
Operator, Master Control	1-4, 6-9, 12, 14, 19-20, 22-24, 26-32, 34, 37-48, 50-54	30
Master Control Operator	1-4, 6-9, 12, 14-15, 19-20, 22-32, 34, 36-48, 50-54	36
Digital Media Manager	3-4, 6, 8-9, 12, 19, 21-30, 32, 34, 37- 46, 48, 51, 54	30
Director	3-4, 6, 8-9, 12, 15, 19, 22-30, 32, 34, 37 -46, 48, 51, 54	15
Am Anchor	3-4, 6, 8-9, 12, 16-17, 19, 22-30, 32, 34, 37-46, 48, 51, 54	30
Master Control Operator	3-4, 6, 8-9, 12-13, 15, 19, 21-24, 26-30, 32-34, 37-46, 48, 51, 54	13
Weather/MMJ	3-4, 6, 8-10, 12-13, 19, 22-24, 26-30, 32-35, 37-46, 48, 51, 54	35
Weather/MMJ	3-4, 6, 8-10, 12-13, 19, 22-24, 26-30, 32-35, 37-46, 48, 51, 54	13
Master Control Operator	3-4, 6, 8-9, 12, 15, 19, 22-24, 26-30, 32 -34, 37-46, 48, 51, 54	15

## WFFF

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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	Abenaki Self Help Association 100 Grand Avenue Swanton, Vermont 5488 Phone : 802-868-2559 Email : abenakiselfhelp@comcast.net MS Jacobs	N	0
2	ALANA at UVM 633 Main Street Burlington, Vermont 5404 Phone : 802-656-7882 Tatiana Martinez Manual Posting	N	0
3	Burlington Free Press 100 Bank Street Suite 700 Burlington, Vermont 5401 Phone : 802-658-3321 Url : <a href="http://www.burlingtonfreepress.com">http://www.burlingtonfreepress.com</a> Greg Zelinski Manual Posting	N	0
4	Careerbuilder.com 100 Bank Street Suite 700 Burlington, Vermont 5401 Phone : 802-658-3321 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Greg Zelinski Manual Posting	N	2
5	Castleton State University 86 Seminary Street Castleton, Vermont 5735 Phone : 802-468-1267 Email : robert.gershon@castle.edu Robert Gershon	N	0
6	Champlain College 163 S. Willard Street Burlington, Vermont 5402 Phone : 802-651-5991 Email : careerservices@champlain.edu Pat Boera	N	0

## WFFF

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7	Champlain Community Services 512 Troy Avenue Colchester, Vermont 5446 Phone : 802-655-0511 Email : kciechanowicz@ccs-vt.org Career Service	N	0
8	Connecticut Broadcasters Association 90 S. Park Street Willimantic, Connecticut 6226 Phone : 860-305-2038 Email : mryan@ctba.org Michael Ryan	N	0
9	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : https://vermont.craigslist.org Jim Buckmaster Manual Posting	N	0
10	Educational Institution	N	2
11	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-2000 Email : rlandesberg@elison.edu Richard Landesberg	N	0
12	Emerson University 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8500 Career Service Manual Posting	N	0
13	Employee Referral	N	3
14	Howard Center 208 Flynn Avenue, Suite 3J Burlington, Vermont 5401 Phone : 802-488-6000 Email : jobs@howardcenter.org Career Service	N	0

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15	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Url : <a href="http://www.ubdeed,cin">http://www.ubdeed,cin</a> Paul Forster	N	9
16	Indeed.com	N	6
17	Internal Promotion	N	4
18	Intracompany Transfer	N	2
19	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : <a href="mailto:jrada@ithaca.edu">jrada@ithaca.edu</a> James Rada	N	0
20	Jobs in Vermont.com PO Box 604 Westbrook, Maine 4098 Phone : 877-374-1088 Url : <a href="http://www.jobsinvt.com">http://www.jobsinvt.com</a> Job Posting Manual Posting	N	0
21	Linked In	N	6
22	Lyndon State College 1001 College Rd Lyndonville, Vermont 5851 Phone : 802-626-6228 Email : <a href="mailto:meaghan.meachem@lsc.vsc.edu">meaghan.meachem@lsc.vsc.edu</a> Meaghan Meachem	N	1
23	Massachusetts Broadcasters Association 43 Riverside Avenue Medford, Massachusetts 2155 Phone : 800-471-1875 Job Posting Manual Posting	N	0
24	MediaRecruiter.com 9457 S. University Blvd Suite 303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0

**WFFF**  
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25	mychamplainvalley.com - station website 298 Mountain View Drive Colchester, Vermont 05446 Phone : 802-660-9333 Email : dager@mychamplainvalley.com Donnie Ager	N	0
26	National Press Photographers Association 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-2506 Url : <a href="http://www.nppa.org">http://www.nppa.org</a> Akili Ramsess Manual Posting	N	0
27	New Hampshire Association of Broadcasters P.O. Box 5578 Manchester, New Hampshire 3108 Phone : 603-232-0277 Tracy Caruso Manual Posting	N	0
28	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Sandy Messineo Manual Posting	N	0
29	Newscheck 24 Lancaster Avenue # 205 Ardmore, Pennsylvania 19003 Phone : 516-674-4914 Patty Hersh Manual Posting	N	0
30	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	15
31	Oklahoma University 1000 Asp Avenue Room 127 Norman, Oklahoma 73019 Phone : 405-625-6561 Email : <a href="mailto:weather@ou.edu">weather@ou.edu</a> Career Service	N	0

## WFFF

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32	On-air television spots 298 Mountain View Drive Colchester, Vermont 5446 Phone : 802-660-9333 Email : <a href="mailto:abrumbaugh@mychamplainvalley.com">abrumbaugh@mychamplainvalley.com</a> Andy Brumbaugh	N	0
33	Pathways Vermont 279 N. Winooski Avenue Burlington, Vermont 05401 Phone : 8024928218 Email : <a href="mailto:mattk@pathwaysvermont.org">mattk@pathwaysvermont.org</a> Matt Kimball	N	0
34	Penn State Meteorology Dept. 502 Wallker Building University Park, Pennsylvania 16802 Phone : 814-865-4700 Career Service Manual Posting	N	0
35	Professional/Industry Trade Organization	N	3
36	Re-hire	N	1
37	Regionalhelpwanted.com 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Dale Mulder Manual Posting	N	0
38	Rick Gevers & Associates 355 E Ohio Street #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
39	SBE Job online 9102 N. Meridian St # 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Job Posting Manual Posting	N	0

## WFFF

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40	Seven Days 255 So. Champlain Street Suite 5 Burlington, Vermont 5401 Phone : 802-865-1020 Michelle Brown Manual Posting	N	2
41	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Job Posting Manual Posting	N	0
42	St. Michael's College One Winooski Park Colchester, Vermont 5439 Phone : 802-654-2000 Email : ipeterson@smcvt.edu Ingrid Peterson	N	0
43	SUNY Plattsburgh 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-5075 Tobi Hay Manual Posting	N	0
44	Syracuse University 900 South Crouse Avenue Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
45	Tvandradijobs.com PO Box 7049 Charlottesville, Virginia 22906 Phone : 804-990-1289 Url : <a href="http://www.tvandradijobs.com">http://www.tvandradijobs.com</a> Mike Patrick Manual Posting	N	0
46	TVJobs.com PO Box 4118 Oceanside, California 92052 Phone : 800-374-0119 Job Posting Manual Posting	N	2

## WFFF

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47	University of Massachusetts 181 Presidents Dr 243 Whitmore Bldg Amherst, Massachusetts 1003 Phone : 413-545-2224 Email : sjefferson@admin.umass.edu Sharon Jefferson	N	0
48	University of Vermont 85 S. Prospect St Burlington, Vermont 5405 Phone : 802-656-3450 Url : <a href="http://www.uvm.edu/career">http://www.uvm.edu/career</a> Jill Hoppenjans Manual Posting	N	0
49	VABIR 75 Talcott Rd # 70 Williston, Vermont 5495 Phone : 802-288-9697 Email : <a href="mailto:jthurnauer@vabir.org">jthurnauer@vabir.org</a> Jill Thurnauer	N	0
50	Vermont Association of Broadcasters 500A Dalton Drive Colchester, Vermont 5446 Phone : 802-655-5764 Email : <a href="mailto:vab@vab.org">vab@vab.org</a> Jim Condon	N	0
51	Vermont Department of Labor 5 Green Mountain Drive Montpelier, Vermont 5601 Phone : 802-652-0368 Url : <a href="http://www.vermontjoblink.com">http://www.vermontjoblink.com</a> Ann Carnell Manual Posting	N	0
52	Vermont Job Network 1123 N. Water Stree Suite 400 Milwaukee, Wisconsin 53202 Phone : 414-278-0700 Job Posting Manual Posting	N	0



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53	Vermont Works for Women 32A Malletts Bay Avenue Winooski, Vermont 5404 Phone : 802-655-8900 Email : info@vtworksforwomen.org Rachel Jolly	N	0
54	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>58</b>

## WFFF

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## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/25/2019	Participation in Job Fairs	The SEU participated in the Champlain College Spring Job Fair on March 25th, 2019. SEU personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	HR Coordinator Commercial Producer
2	3/27/2019	Participation in Job Fairs	SEU participated in the SUNY Plattsburgh job fair. SE personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR Coordinator Chief Engineer
3	4/2/2019	Participation in Job Fairs	SEU participated in Northern Vermont University's job fair in Lyndonville. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR Coordinator General Manager
4	5/29/2019	Participation in Job Fairs	SEU participated in the North Country Chamber of Commerce Job Fair. SEU personnel met with potential job applicants.	2	HR Coordinator VP/GM
5	10/17/2019	Participation in Job Fairs	SEU personnel participated in a job fair held at the Johnson Campus of Northern Vermont University. SEU personnel met with potential job applicants.	1	HR Coordinator
6	10/24/2019	Participation in Job Fairs	The SEU participated at the Norwich University Career Fair. SEU personnel met with potential job applicants.	2	General Manager HR Coordinator
7	12/2/2019	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to Regional Helpwanted.com and Vermont Association of Broadcasters.	1	