

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 - November 30, 2020**

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
Weather/MMJ	2-4, 7, 9, 12-16, 19-20, 22-25, 32-40	12
Newscast Director	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	9
Junior Account Executive	2-4, 7-9, 13-16, 19-20, 22-25, 32-40	8
Junior Account Executive	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	14
Junior Account Executive	2-4, 7-9, 13-16, 19-20, 22-25, 32-40	8
MultiMedia Journalist	2-4, 7-9, 13-16, 19-20, 22-25, 32-40	8
News Producer	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	9
Promotions & Commercial Producer	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	14
Digital Producer	2-4, 7-9, 13-16, 19-20, 22-25, 32-40	8
Anchor/MMJ	2-4, 7-9, 13-16, 19-20, 22-25, 32-40	8
National Sales Assistant	2-4, 7, 9, 11, 13-16, 19-20, 22-25, 32-40	11
Newscast Producer	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	9
Digital Producer	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	14
Receptionist/Sales Assistant	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	9
Digital Multi Media Journalist	2-4, 7-9, 13-16, 19-20, 22-25, 32-40	8
Master Control Operator	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	14
Digital Sales Manager	2-4, 7, 9, 13-16, 19-20, 22-25, 32-40	14

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Account Executive	2-4,7,9,13-16,19-20,22-25,32-40	9
Account Executive	2-4,7,9,13-16,19-20,22-25,32-40	14
Newscast Director	2-4,7,9,13-16,19-20,22-25,32-40	14
Newscast Director	2-4,7,9,13-16,19-20,22-25,32-40	14
Reporter/MMJ	2-4,7-9,13-16,19-20,22-25,32-40	8

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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	Burlington Free Press 100 Bank Street Suite 700 Burlington, Vermont 5401 Phone : 802-658-3321 Uri: <a href="http://www.burlingtonfreepress.com">http://www.burlingtonfreepress.com</a> Greg Zelinski Manual Posting	N	0
2	Careerbuilder.com 100 Bank Street Suite 700 Burlington, Vermont 5401 Phone : 802-658-3321 Uri: <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Greg Zelinski Manual Posting	N	2
3	Champlain College 163 S. Willard Street Burlington, Vermont 5402 Phone: 802-651-5991 Email : <a href="mailto:careerservices@champlain.edu">careerservices@champlain.edu</a> Pat Boera	N	0
4	Connecticut Broadcasters Association 90 S. Park Street Willimantic, Connecticut 6226 Phone : 860-305-2038 Email : <a href="mailto:mryan@ctba.org">mryan@ctba.org</a> Michael Ryan	N	0
5	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone: 415-566-6394 Uri : <a href="https://vermont.craigslist.org">https://vermont.craigslist.org</a> Jim Buckmaster Manual Posting	N	0
6	Educational Institution	N	1
7	Emerson University 120 Boylston Street Boston, Massachusetts 2116 Phone: 617-824-8500 Career Service Manual Posting	N	0
8	Employee Referral	N	19

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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
9	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	17
10	Indeed.com	N	4
11	Internal Promotion	N	2
12	Intracompany Transfer	N	1
13	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
14	Linked In	N	20
15	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
16	Massachusetts Broadcasters Association 43 Riverside Avenue Medford, Massachusetts 2155 Phone : 800-471-1875 Job Posting Manual Posting	N	0
17	MediaRecruiter.com 9457 S. University Blvd Suite 303 Highlands Ranch, Colorado 80126 Phone: 303-400-5150 Art Scott Manual Posting	N	0
18	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
19	New Hampshire Association of Broadcasters P.O. Box 5578 Manchester, New Hampshire 3108 Phone: 603-232-0277 Tracy Caruso Manual Posting	N	0
20	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Sandy Messineo Manual Posting	N	0
21	Newscheck 24 Lancaster Avenue # 205 Ardmore, Pennsylvania 19003 Phone: 516-674-4914 Patty Hersh Manual Posting	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone: 972-764-6715 Terri Bush Manual Posting	N	2
23	On-air television spots 298 Mountain View Drive Colchester, Vermont 5446 Phone: 802-660-9333 Email : abrumbaugh@mychamplainvalley.com Andy Brumbaugh	N	0
24	Pathways Vermont 279 N. Winooski Avenue Burlington, Vermont 05401 Phone: 8024928218 Email : mattk@pathwaysvermont.org Matt Kimball	N	1
25	Penn State Meteorology Dept. 502 Wallker Building University Park, Pennsylvania 16802 Phone: 814-865-4700 Career Service Manual Posting	N	0
26	Professional/Industry Trade Organization	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Regionalhelpwanted.com 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Dale Mulder Manual Posting	N	0
28	Rick Gevers & Associates 355 E Ohio Street #303 Indianapolis, Indiana 46204 Phone: 317-635-7912 Rick Gevers Manual Posting	N	0
29	SBE Job online 9102 N. Meridian St# 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Uri : <a href="http://www.sbe.org">http://www.sbe.org</a> Job Posting Manual Posting	N	0
30	Seven Days 255 So. Champlain Street Suite 5 Burlington, Vermont 5401 Phone : 802-865-1020 Michelle Brown Manual Posting	N	0
31	Spots n Dots 1635 OldHighway41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Job Posting Manual Posting	N	0
32	St. Michael's College One Winooski Park Colchester, Vermont 5439 Phone : 802-654-2000 Email: <a href="mailto:ipeterson@smcvt.edu">ipeterson@smcvt.edu</a> Ingrid Peterson	N	0
33	SUNY Plattsburgh 101 Broad Street Plattsburgh, New York 12901 Phone: 518-564-5075 Tobi Hay Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	Syracuse University 900 South Crouse Avenue Syracuse, New York 13244 Phone: 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
35p://w ww.tva	Tvandradiojobs.com PO Box 7049 Charlottesville , Virginia 22906 Phone: 804-990-1289 Url : httnradiojobs.com Mike Patrick Manual Posting	N	0
36	TVJobs.com PO Box 4118 Oceanside, California 92052 Phone : 800-374-0119 Job Posting Manual Posting	N	1
37	University of Vermont 85 S. Prospect St Burlington, Vermont 5405 Phone : 802-656-3450 Url : http://www.uvm.edu/career Ji11 Hoppenjans Manual Posting	N	0
38	Vermont Department of Labor 5 Green Mountain Drive Montpelier, Vermont 5601 Phone : 802-652-0368 Url : http://www.venmontjoblink.com Ann Camell Manual Posting	N	0
39	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url: http://www.mediagigno w.com Email : customerservice@mediagign ow.com MediaGigNow .com	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>40</b>	Vermont Association of Broadcasters 4 Carmichael Street 111-106 Essex Junction, VT 05452 VAB@VAB.org	N	<b>0</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			72

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The station regularly disseminates job vacancy notices, including upper level positions to the Vermont State Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	General Manager HR Coordinator
2	11/17/2020	Provision of training to management	The station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions of job vacancy information, document retention and hiring procedures.	8	General Manager Director of Sales News Director Creative Services Director Chief Engineer Director of Operations Local Sales Manager