

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 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
Assignment Editor	1-2, 4, 7-16	4
Local Sales Manager	1-3, 7-16	7
Producer, News	1-2, 7-16	7
Photographer	1-3, 7-16	7
News Director	1-2, 5, 7-16	5
Account Executive - Junior	1-2, 6, 8-16	6
Producer, News	1-2, 8-16	11

Nexstar did not actively distribute job vacancy notices to Career Builder, Indeed and Linked In. However, said sources reposted some but not all of the Station's [www.Nexstar.tv](http://www.Nexstar.tv) job vacancy notices without contacting or corresponding with Nexstar.

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

<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>
1	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	0
2	Connecticut Broadcasters Association 90 S. Park Street Willimantic, Connecticut 6226 Phone: 860-305-2038 Email : rruyan@ctba.org Michael Ryan	N	0
3	Indeed.com	N	3
4	Internal Promotion	N	1
5	Intracompany Transfer	N	1
6	Job Fair	N	1
7	Linked In	N	8
8	Massachusetts Broadcasters Association 43 Riverside Avenue Medford, Massachusetts 2155 Phone: 800-471-1875 Job Posting Manual Posting	N	0
9	New Hampshire Association of Broadcasters P.O. Box 5578 Manchester, New Hampshire 3108 Phone : 603-232-0277 Tracy Caruso Manual Posting	N	0
10	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone: 518-456-8888 Sandy Messineo Manual Posting	N	0

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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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
12	On-air television spots 298 Mountain View Drive Colchester, Vermont 5446 Phone : 802-660-9333 Email : abrumbaugh@mychamplainvalley.com Andy Brumbaugh	N	0
13	Pathways Vermont 279 N. Winooski Avenue Burlington, Vermont 05401 Phone:8024928218 Email : mattk@pathwaysvermont.org Matt Kimball	N	0
14	Regionahelpwanted.com 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Dale Mulder Manual Posting	N	0
15	Vermont Department of Labor 5 Green Mountain Drive Montpelier, Vermont 5601 Phone : 802-652-0368 Uri : <a href="http://www.vermontjoblink.com">http://www.vermontjoblink.com</a> Ann Camell Manual Posting	N	0
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Uri : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>16</b>

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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	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 the Vermont Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	HR Coordinator
2	3/3/2021	Participation in Job Fairs	The station participated in the Champlain College Virtual Job Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	4	General Manager Chief Engineer HR Coordinator Creative Services Director
3	3/17/2021	Participation in Job Fairs	The station participated at the UVM Virtual Job Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	4	Director of Operations Creative Services Director HR Coordinator Chief Engineer
4	3/24/2021	Participation in Job Fairs	The station participated at the SUNY Plattsburgh Virtual Job Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	4	Director of Operations Chief Engineer HR Coordinator News Director
5	3/29/2021	Participation in Job Fairs	The station participated at the Community College of Vermont Virtual Job Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	4	Director of Operations Chief Engineer HR Coordinator News Director
6	9/15/2021	Participation in Job Fairs	The Station participated in the Plattsburgh North Country Chamber of Commerce Job Fair. Station personnel were able to meet with candidates and discuss vacancies at the station and in the broadcasting industry	2	General Manager HR Coordinator
7	10/19/2021	Participation in Job Fairs	The Station participated in the Norwich University Career Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry	2	General Manager HR Coordinator
8	10/20/2021	Participation in Job Fairs	The Station participated in the Champlain College Virtual Career Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	3	Director of Sales Local Sales Manager Creative Services Director

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9	10/20/2021	Participation in Job Fairs	The Station participated in the SUNY Plattsburgh 2021 Internship and Career Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	General Manager HR Coordinator
10	11/9/2021	Participation in Job Fairs	The Station participated at the Northern Vermont Job (Career)Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	General Manager HR Coordinator
11	11/9/2021	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	8	General Manager Director of Operations Director of Sales Local Sales Manager