

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

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	1-3, 5-12, 14-15	5
Chief Meteorologist	1-2, 5-12, 14-15	9
Digital Sales Manager	1-2, 4-12, 14-15	5
Graphic Artist	1-3, 6-12, 14-15	3
Human Resources Business Administrator	3, 9	3
Multi Media Journalist	5, 9	5
MultiMedia Journalist/Reporter	1-2, 5-12, 14-15	5
MultiMedia Journalist/Reporter	1-2, 6-15	9
News Producer	5, 9	5
Newscast Director/Weekend	1-2, 5-12, 14-15	5
Newscast producer	1-2, 5-15	5
Photographer/Director	1-2, 5-15	5
Producer, News	1-2, 5-15	5
Senior Account Executive	1-3, 6-15	3
Sports Reporter	1-3, 5-15	9

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

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

<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 Url : <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 : <a href="mailto:mryan@ctba.org">mryan@ctba.org</a> Michael Ryan	N	0
3	Indeed.com	N	9
4	Job Fair	N	1
5	Linked In	N	14
6	Massachusetts Broadcasters Association 43 Riverside Avenue Medford, Massachusetts 2155 Phone : 800-471-1875 Job Posting Manual Posting	N	0
7	New Hampshire Association of Broadcasters P.O. Box 5578 Manchester, New Hampshire 3108 Phone : 603-232-0277 Tracy Caruso Manual Posting	N	0
8	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : <a href="mailto:nkipp@nysbroadcasters.org">nkipp@nysbroadcasters.org</a> Nora Knipp	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

**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
10	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
11	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
12	Regionhelpwanted.com 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Dale Mulder Manual Posting	N	0
13	Vermont Association of Broadcasters 4 Carmichael St 111-106 Essex Junction, Vermont 05452 Phone : 802-233-0296 Url : <a href="http://vab.org">vab.org</a> Email : <a href="mailto:vab@vab.org">vab@vab.org</a> Wendy Mays	N	0
14	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
15	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>37</b>

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

**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	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted one (1) intern from the Champlain College, during the 2022 Spring Semester; one (1) intern from the NVU Lyndon, one (1) intern from SUNY Plattsburgh, during the 2022 Summer Semester; one (1) intern from SUNY Plattsburgh and one (1) intern from Champlain College during the 2022 Fall Semester.</p>	1	News Director
2	3/23/2022	Participation in Job Fairs	The Station participated in the Norwich University 2022 Spring Career Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	1	HR Coordinator
3	3/30/2022	Participation in Job Fairs	The Station participated in the SUNY Plattsburgh Career Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	3	HR Coordinator VP, General Manager Sales Rep
4	5/12/2022	Participation in Job Fairs	The Station participated in the Plattsburgh North Country Chamber of Commerce Spring Job Fair 2022. Station personnel were able to meet with candidates and discuss vacancies at the station and in the broadcasting industry.	1	HR Coordinator
5	9/21/2022	Participation in Job Fairs	The Station participated in the Plattsburgh North Country Chamber of Commerce Fall Job Fair 2022. Station personnel were able to meet with candidates and discuss vacancies at the station and in the broadcasting industry.	2	HR Business Administrator VP, General Manager
6	10/19/2022	Participation in Job Fairs	The Station participated in the Champlain College Fall 2022 Career Fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	HR Business Administrator Director of Sales

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

**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>
7	10/19/2022	Participation in Job Fairs	The Station participated in the SUNY Plattsburgh Internship and Career Fair Fall 2022. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	VP, General Manager Digital Producer
8	11/3/2022	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.	7	VP, General Manager Director of Sales News Director Director of Operations