

WWTI
EEO PUBLIC FILE REPORT
February 1, 2019 - January 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
Production Assistant	1-4, 7-21, 23-25	7
Account Executive	1-5, 7-25	5
Account Executive	1-5, 7-25	4
Sales Assistant	1-4, 7-25	4
Community Relations Specialist	1-4, 6-21, 23-25	6
Community Relations Specialist	1-4, 6-21, 23-25	6
Digital Media Manager	1-5, 7-9, 11-25	5
Account Executive	1-5, 7-9, 11-25	5
Account Executive	1-5, 7-9, 11-25	5

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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	Army Career & Alumni Program 10720 Mount Belvedere Blvd. Clark Hall, 2nd Floor Room C2-14B Fort Drum, New York 13602 Phone : 315-772-3284 Email : lorrie.s.guler.civ@mail.mil Lorrie Guler	N	0
2	Cazenovia College Center for Career & Extended Learning Room 145, Williams Hall Cazenovia, New York 13035 Phone : 315-655-7191 Email : cwrichardson@cazenovia.edu Christine Richardson	N	0
3	Cornell University 170 Martha Van Rensselaer Hall Ithaca, New York 14850 Phone : 607-255-5471 Email : ds42@cornell.edu Darryl Scott	N	0
4	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.watertown.craigslist.org Job Listings Manual Posting	N	12
5	Employee Referral	N	4
6	Intracompany Transfer	N	2
7	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
8	NYS Broadcasters Association 1805 Western Ave. Albany, New York 12203 Phone : 518-456-8888 Email : cjung@nysbroadcasters.org Carolyn Jung	N	0

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9	St. Lawrence County One Stop Career Center 80 NY 310 Canton, New York 13617 Phone : 518-481-5755 Email : shena.patrick@labor.ny.gov Shena Patrick	N	0
10	St. Lawrence University Career Center 23 Ramoda Dr. Canton, New York 13617 Phone : 315-229-5011 Email : cbasham@stlawu.edu Connie Basham	N	0
11	SUNY Binghamton PO Box 6000 Binghamton, New York 13902 Phone : 607-777-2550 Email : hirebing@binghamton.edu Brandy Smith	N	0
12	SUNY Broome 907 Front St. Binghamton, New York 13905 Phone : 607-778-5717 Email : careercenter@sunybroome.edu Gina Chase	N	0
13	SUNY Cobleskill State Route 7 Career Development Center Cobleskill, New York 12043 Phone : 518-255-5624 Email : studentsuccess@cobleskill.edu Jodi Northrop	N	0
14	SUNY Jefferson Career Center 1220 Coffeen St. 15-101 CLC Building Watertown, New York 13601 Phone : 315-786-2269 Email : mgefell@sunyjefferson.edu Michele Gefell	N	0
15	SUNY New Paltz 1 Hawk Dr. New Paltz, New York 12561 Phone : 845-257-7869 Email : mcfaddem@newpaltz.edu Mark McFadden	N	0

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16	SUNY Plattsburgh 118 Angel College Center Career Development Center Plattsburgh, New York 12901 Phone : 518-564-2071 Email : recruiting@plattsburgh.edu Tobi Hay	N	0
17	SUNY Potsdam Career Planning 44 Pierrpont Ave. 130 Sisson Hall Potsdam, New York 13676 Phone : 315-267-2344 Email : career@potsdam.edu Karen Kus	N	0
18	Syracuse University 210 Steel Hall Syracuse, New York 13244 Phone : 315-443-2268 Email : cmbersan@syr.edu Camille Donnabella	N	0
19	The New School Center for Media 14 Computer Drive West Albany, New York 12205 Phone : 518-438-7682 Email : ctaylor@newschoolalbany.edu Cathy Taylor	N	0
20	The Workplace 1000 Coffeen St. Watertown, New York 13601 Phone : 315-782-9252 Email : aaron.peck@labor.ny.gov Aaron Peck	N	0
21	University of Rochester Office of Minority Affairs PO Box 270445 2161 Dewey Hall Rochester, New York 14627 Phone : 585-275-0651 Email : linda.colburn@rochester.edu Linda Colburn	N	0
22	Watertown Daily Times 2120 Washington St. Watertown, New York 13601 Phone : 315-782-1000 Email : lcoburn@wdt.net Lori Coburn	N	1

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23	www.facebook.com 1 Hacker Way Menlo Park, California 94122 Phone : 650-308-7300 Url : http://www.facebook.com Face Book Manual Posting	N	2
24	www.informnny.com 1222 Arsenal St. Watertown, New York 13601 Phone : 315-785-8850 Url : http://www.informnny.com Ashley Cesta Manual Posting	N	0
25	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/1/2019	Participation in job banks, internet programs and other programs designed to promote outreach	WWTI properly disseminated ALL job vacancies including upper-level positions to two general job banks, the Workplace & University of Rochester Minority Affairs.	1	General Manager
2	6/3/2019	Participation in scholarship programs	<p>The Station participates in an established Scholarship Program with the Northern New York Community Foundation that assists students interested in pursuing a career in Broadcasting.</p> <p>During the current reporting term there were 5 recipients from Immaculate Heart Academy, Lowville Academy, Norwood-Norfolk Central School and Carthage Central High School.</p>	1	Community Relations Specialist
3	7/17/2019	Establishment of an intern program designed to assist members of the community	The Station, in collaboration with the NYSBA, has an established internship program. Internships provide students with real-life work experience in the broadcast industry. The Station hosted one (1) intern during the Summer 2019 Semester. The student is a senior at Carthage High School.	3	Director of Promotions Community Relations Specialist Community Relations Specialist
4	9/6/2019	Participation in events sponsored by community groups	The station selects one employee per year to participate in the Jefferson Leadership Institute, which is a leadership development program that immerses participants in community issues through twelve full day sessions that run from September through June. The curriculum enables participants to develop their leadership capabilities, build strong relationships and encourages involvement in generating positive change in the community. The overreaching goal of the class is Leadership Development. The program develops skills needed to be an effective leader such as strategic planning, public speaking, listening skills, board participation in management, financial responsibilities, parliamentary procedure, and more. This year's participant is the station's Webmaster.	1	Webmaster

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5	10/1/2019	Participation in events sponsored by community groups	The Station offers job shadow opportunity which provides students with real-life work experience in the broadcast industry. The Station hosted one (1) shadow during the Fall 2019 Semester for 3 days. The student was from 1000 Islands High School.	2	Director of Promotions Community Relations Specialist
6	11/13/2019	Participation in events sponsored by community groups	The Station's General Manager participated in Workforce Connections Media Day, where business representatives are invited to conduct mock interviews with high school students from around the North Country. This event presents students an opportunity to practice interviewing. It's goal is to allow local students to explore regional employment opportunities, develop communication and networking skills and to support local workforce development initiatives. This event took place at the Watertown National Airport in the Hangar.	1	General Manager