

WWTI
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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, 7-26 | 10 |
| Chief Engineer | 1-3, 7-9, 11-26 | 25 |
| Multimedia Journalist | 1-3, 5, 7-9, 11-23, 26 | 5 |
| Digital Multi-Media Journalist | 1-4, 6-9, 11-20, 22-23, 26 | 6 |

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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 | Employee Referral | N | 1 |
| 5 | Internal Promotion | N | 2 |
| 6 | Job Fair | N | 4 |
| 7 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 0 |
| 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 | Onondaga Community College 4941 Onondaga Road Syracuse, New York 13215 Phone : 315-498-2622 Email : e.m.buza@sunyocc.edu Elaine Buza | N | 0 |
| 10 | Re-hire | N | 1 |
| 11 | St. Lawrence County One Stop Career Center 80 State Highway 310 Suite 8 Canton, New York 13617 Phone : 315-386-3276 Url : https://www.slconestop.com/ Email : blashuaslcwdb@gmail.com Fax : 1-315-386-3414 Barbara Lashua | N | 0 |
| 12 | SUNY Binghamton PO Box 6000 Binghamton, New York 13902 Phone : 607-777-2550 Email : hirebing@binghamton.edu Brandy Smith | N | 0 |
| 13 | SUNY Broome 907 Front St. Binghamton, New York 13905 Phone : 607-778-5717 Email : careercenter@sunybroome.edu Gina Chase | N | 0 |
| 14 | SUNY Cobleskill State Route 7 Career Development Center Cobleskill, New York 12043 Phone : 518-255-5624 Email : studentsuccess@cobleskill.edu Jodi Northrop | N | 0 |
| 15 | 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 |

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|------------------|---|--|---|
| 16 | SUNY New Paltz 1 Hawk Dr. New Paltz, New York 12561 Phone : 845-257-7869 Email : mcfadden@newpaltz.edu Mark McFadden | N | 0 |
| 17 | SUNY Oswego 7060 State Rte 104 Oswego, New York 13126 Email : gmorris@oswego.edu Gary Morris | N | 0 |
| 18 | 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 |
| 19 | 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 |
| 20 | Syracuse University 210 Steel Hall Syracuse, New York 13244 Phone : 315-443-2268 Email : cmbersan@syr.edu Camille Donnabella | N | 0 |
| 21 | 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 |
| 22 | The Workplace 1000 Coffeen St. Watertown, New York 13601 Phone : 315-782-9252 Email : aaron.peck@labor.ny.gov Aaron Peck | N | 0 |

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|--|---|--|---|
| 23 | University of Rochester Office of Minority Affairs PO Box 270445 2161 Dewey Hall Rochester, New York 14627 Phone : 585-275-0651 Email : tgulston@ur.rochester.edu Tatyana Gulston | N | 0 |
| 24 | www.facebook.com 1 Hacker Way Menlo Park, California 94122 Phone : 650-308-7300 Url : http://www.facebook.com Face Book Manual Posting | N | 0 |
| 25 | www.informnny.com 105 Court St. Watertown, New York 13601 Phone : 315-785-8850 Url : http://www.informnny.com Ashley Cesta Manual Posting | N | 2 |
| 26 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 10 |

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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 | Ongoing Event | 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 (2) interns. (1) from SUNY Oswego (Summer 2022) and (1) from Jefferson-Lewis BOCES (Fall 2022) | 4 | General Manager General Sales Manager Creative Services Director Digital Director |
| 2 | 5/26/2022 | Participation in events sponsored by organizations representing the community | The Station participated in The Workplace's 6th Annual Career Jam, a one day hands on career exploration event for 8th grade students. Students had the opportunity to engage with our news, production, and digital team. | 4 | Digital Director Creative Services Director Multimedia Journalist Community Relations Specialist |
| 3 | 9/27/2022 | Participation in Job Fairs | The Station participated in the 10th Annual Jefferson-Lewis Job Fair, hosted by The Workplace, Jefferson County's workforce development center. Station personnel were able to meet potential job applicants and discuss vacancies at the Station and in the broadcasting industry. | 1 | General Sales Manager |
| 4 | 12/2/2022 | Participation in events sponsored by organizations representing the community | The Station hosted the Jefferson Leadership Institute Class of 2023 for Media Day. The 20 students received an overview of broadcast and digital media in the North Country, as well as hands on media interview experience. | 2 | General Sales Manager Community Relations Specialist |
| 5 | 1/9/2023 | 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. | 3 | General Manager General Sales Manager Digital Director |