

WETM
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 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
Weekend Anchor/MultiMedia Journalist	2-8, 10-11, 14-28	19
AM Anchor/Reporter	2-8, 10-11, 13-28	19
Newscast Director	2-8, 10-11, 14-28	27
Meteorologist/MultiMedia Journalist	2-8, 10-12, 14-28	19
Digital & Web Content Developer	2-8, 10-12, 14-28	27
Executive Administrative Assistant	1-11, 14, 16-28	9
Executive Administrative Assistant	1-11, 14, 16-28	1
Meteorologist/Multi Media Journalist	2-8, 10-11, 14, 16-28	27
Meteorologist/Multi Media Journalist	2-8, 10-11, 14, 16-28	19
Photojournalist/Editor/Web Content Producer	2-8, 10-11, 14, 16-28	27
Weekend Anchor/MultiMedia Journalist	2-8, 10-11, 14, 16-28	27
MultiMedia Journalist	2-8, 10-11, 14, 16-28	27
MultiMedia Journalist	2-8, 10-11, 14, 16-28	19
MultiMedia Journalist	2-8, 10-11, 14, 16-28	27
News Anchor/Multi-Media Journalist	2-8, 10-11, 14, 16-28	19
News Producer	2-8, 10-11, 14, 16-17, 19-28	27
Meteorologist/MultiMedia Journalist	2-8, 10-11, 14, 16-28	19
Meteorologist/MultiMedia Journalist	2-8, 10-11, 14, 16-28	19
Meteorologist/MultiMedia Journalist	2-8, 10-11, 14, 16-28	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
1	Advertisement-TV	N	2
2	Broome County Community College 907 Upper Front St. Binghamton, New York 13905 Phone : 607-778-5717 Gina Chase Manual Posting	N	0
3	Columbia College Chicago 618 S Michigan Ave. 1st Floor Chicago, Illinois 60605 Phone : 312-369-7457 Isabeau Dornevil Manual Posting	Y	0
4	Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-2723 Rebecca Sparrow Manual Posting	N	0
5	Corning Community College 1 Academic Drive Corning, New York 14830 Phone : 607-962-9222 Url : http://www.corning-cc.edu Email : careers@corning-cc.edu Carol Carter	N	0
6	Economic Opportunity Program 650 Baldwin Street Elmira, New York 14901 Phone : 607-734-6174 Email : alewis@cseop.org Anita Lewis	N	0
7	Elmira Business Institute 4100 Vestal Road Vestal, New York 13850 Phone : 607-729-8915 Email : mkirchheimer@ebi.edu Mairin Kirchheimer	N	0

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8	Elmira College 1 Park Place Elmira, New York 14901 Phone : 607-735-1724 Julie Fielding Manual Posting	N	0
9	Employee Referral	N	1
10	GST BOCES 459 Philo Road Elmira, New York 14903 Phone : 607-795-5320 Email : lroof@gstboces.org Susan Pawlak	N	0
11	Howard University 525 Bryant St. NW Suite 212 Washington, District of Columbia 20059 Phone : 202-806-7513 Email : howardcareerservices@gmail.com Artemis Koger	N	0
12	IATSE Local 289 Local Union At WETM-TV Box 1147 Elmira, New York 14902 Phone : 607-733-1290 Email : dsiskin@stny.rr.com David Siskin	Y	0
13	Internal Promotion	N	1
14	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Caryanne Keenan Manual Posting	N	0
15	Manpower 1325 College Avenue Suite 1 Elmira, New York 14901 Phone : 607-734-1503 Email : james.kettell@manpower.com Jim Kettell	Y	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
16	Mansfield University 9 Swan Street Mansfield, Pennsylvania 16993 Phone : 570-662-4914 Email : nlefelho@mansfield.edu Nicole Lefelhoc	N	0
17	MediaLine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
18	Natl. Assoc.of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Email : bobbutler7@comcast.net Drew Berry	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	20
20	NYS Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : info@nysbroadcasters.org Carolyn Jung	N	0
21	NYS Department of Labor 318 Madison Ave. Elmira, New York 14901 Phone : 607-238-5730 Email : labordewselmira@labor.ny.gov Daniel Porter	N	0
22	Onondaga Community College 4585 W. Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2585 Michele Carey Manual Posting	N	0

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23	Penn State University 101 Innovation Blvd. Suite 213h University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : spk17@psu.edu Bob Orndorff	N	0
24	Syracuse University 303 University Pl. Suite 235 Syracuse, New York 13244 Phone : 315-443-9016 Mike Cahill Manual Posting	N	0
25	Tompkins-Cortland Comm. College 170 North Street P.O. Box 139 Dryden, New York 13053 Phone : 607-844-8222 Email : evenert@tc3.edu Teri Evener	N	0
26	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-237-8073 Mark Holloway Manual Posting	N	0
27	WETM Web site 101 E. Water St. Elmira, New York 14901 Phone : 607-733-5518 Url : http://www.mytwintiers.com Marci Daniels Manual Posting	N	19
28	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			43

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	2/6/2019	Participation in other activities designed by the station employment unit	The station has an established job shadow program that provides participants with an opportunity to observe various broadcast positions first hand and to review and discuss associated job and skill set requirements to pursue such careers. The station hosted 2 participants during the winter 2018-19 semester from Greater Southern Tier Board of Cooperative Educational Services New Visions Honor Academy. The station hosted 3 participants during the winter 2018-19 semester from State University of New York at Corning Community College. The station hosted 35 gifted students during the winter 2018-19 semester from Athens Area School District. The station hosted 2 students during the winter 2018-19 semester from the Elmira City School District.	11	General Manager News Director Multi Media Journalist Assignment Editor
2	4/22/2019	Establishment of an intern program designed to assist members of the community	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. The Station hosted one (1) intern from Corning Community College and three (3) interns from Greater Southern Tier Board of Cooperative Educational Services during the 2018 Winter Semester and 2019 Spring Semester.	6	News Director Assignment Editor News Videographer Director of Creative Services & Programming
3	9/23/2019	Participation in Job Fairs	The Station participated at Ithaca College job and Internship Fair. Station personnel were able to meet and interview students for potential internships as well as future employment opportunities within the Station and Nexstar.	1	News Director

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4	9/25/2019	Participation in events or programs sponsored by educational institutions	The Station was among a group of professionals participating in a Communications/Business Career Panel at Sayre High School in Pennsylvania, attended by a variety of juniors and seniors interested in employment options and learning what educational paths to follow to become qualified for those roles.	1	News Director
5	11/5/2019	Participation in Job Fairs	The Station participated at NYSBA Job Fair. Station Personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
6	12/2/2019	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 New York State Department of Labor.	1	News Director
7	12/12/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at GST BOCES High School. Station personnel spoke about career decisions and job requirements at the Station and in the broadcasting industry.	2	General Manager Creative Services/Promotions