

**WETM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 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
Account Executive	4-5, 7, 10-12, 19-22, 25-26, 28, 31, 34-35	34
Production Assistant	4-5, 7, 11-13, 18-22, 25-26, 28, 31, 34-35	34
Newscast Director	4-5, 7, 11-12, 19-22, 25-26, 28, 31, 34-35	22
News Producer	4-5, 7, 11-12, 16, 19-22, 25-26, 28, 30-31, 34-35	16
Meteorologist/Multi Media Journalist	2-5, 7-8, 12, 15, 17, 19-20, 22, 24-35	29
Digital MultiMedia Journalist	2-5, 7-8, 12, 15, 17, 19-20, 22, 24-35	29
Director III, News	1-5, 7-9, 12, 15, 17, 19-20, 22-28, 31-35	23
Director I, Newscast	1-5, 7-10, 12-13, 15, 17, 19-20, 22, 24-28, 31-35	10
Sales Manager (Local)	1-5, 7-9, 12-15, 17-20, 22, 24-28, 31-35	13
MultiMedia Journalist	1-10, 12, 15, 17, 19-20, 22, 24-28, 30-35	10
MultiMedia Journalist	1-5, 7-10, 12, 15, 17, 19-20, 22, 24-28, 30-35	10

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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	Broome Community College PO Box 1017 Binghamton, New York 13902 Phone : 607-778-5207 Email : careercenter@sunybroome.edu SUNY Broome Community College Center for Career Development	N	0
2	Columbia College Chicago 618 S Michigan Ave. 1st Floor Chicago, Illinois 60605 Phone : 312-369-7457 Email : idornevil@colum.edu Isabeau Dornevil	Y	0
3	Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-6933 Email : employerscheduling@cornell.edu Sam Carney	N	0
4	Corning Community College 1 Academic Drive Corning, New York 14830 Phone : 607-962-9222 Url : <a href="http://www.corning-cc.edu">http://www.corning-cc.edu</a> Email : careers@corning-cc.edu Carol Carter	N	0
5	Economic Opportunity Program 650 Baldwin Street Elmira, New York 14901 Phone : 607-734-6174 Email : alewis@cseop.org Anita Lewis	N	0
6	Educational Institution	N	2
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 : 607-735-1830 Email : eccareers@elmira.edu Brenna Weston	N	0
9	Elon News Network 100 Campus Drive Elon, North Carolina 27244 Phone : 7745711290 Email : brianreatv@gmail.com Brian Rea	Y	0
10	Employee Referral	N	6
11	GST BOCES (agency contact / email failure effective 3/16/20) 459 Philo Road Elmira, New York 14903 Phone : 607-795-5320 Email : lroof@gstboces.org Susan Pawlak	N	0
12	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
13	Indeed.com	N	4
14	Internal Promotion	N	3
15	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Email : klieb@ithaca.edu Kimberly Lieb	N	0
16	Job Fair	N	1
17	Klein College of Media and Communication 1801 N. Broad Street Philadelphia, Pennsylvania Phone : 215-204-6501 Email : luanncahn@temple.edu Lu Ann Cahn	Y	0

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18	Linked In	N	2
19	Mansfield University 9 Swan Street Mansfield, Pennsylvania 16993 Phone : 570-662-4914 Email : nlefelho@mansfield.edu Nicole Lefelhoc	N	0
20	MediaLine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
21	Natl. Assoc. of Black Journalists (Agency / contact email failure effective 3/16/20) 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Email : bobbutler7@comcast.net Drew Berry	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
23	Nexstar's Facebook Page	N	3
24	NY Chapter of the National Association of Hispanic Journalists TB Updated New York City, New York 10000 Phone : 718-930-1943 Email : keldyortiz@gmail.com Keldy Ortiz	Y	0
25	NYS Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : info@nysbroadcasters.org Carolyn Jung	N	0

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26	NYS Department of Labor 318 Madison Ave. Elmira, New York 14901 Phone : 607-238-5730 Email : labordewselmira@labor.ny.gov Daniel Porter	N	0
27	Onondaga Community College 4585 W. Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2585 Email : careerservices@sunyocc.edu Rachel Strickland	N	0
28	Penn State University 101 Innovation Blvd. Suite 213h University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : spk17@psu.edu Bob Orndorff	N	3
29	Professional/Industry Trade Organization	N	7
30	Station's Facebook Page	N	13
31	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
32	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-237-8073 Email : admin@tvjobs.com Mark Holloway	N	0
33	University of South Carolina 902 Sumter Street Access / Lieber College Columbia, South Carolina 29208 Phone : 803-777-6576 Email : patter28@mailbox.sc.edu Sydney Patterson	Y	0

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34	WETM Web site 101 E. Water St. Elmira, New York 14901 Phone : 607-733-5518 Url : <a href="http://www.mytwintiers.com">http://www.mytwintiers.com</a> Email : <a href="mailto:ncurren@wetmtv.com">ncurren@wetmtv.com</a> Tina Castano	N	4
35	<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>51</b>

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

### Notation of Changes

#### Addition notations:

Agency #	Agency Name	Date of Addition
1	Broome Community College	3/20/20
2	Columbia College Chicago	3/9/20
3	Cornell University	3/10/20
8	Elmira College	3/11/20
9	Elon News Network	4/30/20
15	Ithaca College	3/6/20
17	Klein College of Media and Communication	2/27/20
24	NY Chapter of National Association of Hispanic Journalists	3/1/20
27	Onondaga Community College	3/9/20
32	TVJobs.com	3/16/20
33	University of South Carolina	3/6/20

#### Deletion notations:

Agency #	Agency Name	Date of Deletion
11	GST BOCES	3/16/20
21	National Association of Black Journalists	3/16/20

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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	2/24/2020	Participation in events or programs sponsored by educational institutions	<p>The Station has an established job shadow 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) student from Williamson High School in February, and one (1) student from North Penn - Mansfield Jr/Sr High in March.</p>	7	News Director Digital Media Mgr Dir, Creative Svcs & Pgmng Dir of Sales
2	3/12/2020	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 on our operations, including news, production, sports, and weather.</p> <p>The Station hosted two (2) interns from Ithaca College during the winter 2020 semester, one (1) intern from Mansfield University during the spring 2020 semester, and two (2) interns from the NYSBA (New York State Broadcast Association) during the summer 2020 semester.</p>	1	News Director
3	1/11/2021	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 New York State Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator