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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>4-5, 7, 10-12, 19-22, 25-26, 28, 31, 34-35</td>
<td>34</td>
</tr>
<tr>
<td>Production Assistant</td>
<td>4-5, 7, 11-13, 18-22, 25-26, 28, 31, 34-35</td>
<td>34</td>
</tr>
<tr>
<td>Newscast Director</td>
<td>4-5, 7, 11-12, 19-22, 25-26, 28, 31, 34-35</td>
<td>22</td>
</tr>
<tr>
<td>News Producer</td>
<td>4-5, 7, 11-12, 16, 19-22, 25-26, 28, 30-31, 34-35</td>
<td>16</td>
</tr>
<tr>
<td>Meteorologist/Multi Media Journalist</td>
<td>2-5, 7-8, 12, 15, 17, 19-20, 22, 24-35</td>
<td>29</td>
</tr>
<tr>
<td>Digital MultiMedia Journalist</td>
<td>2-5, 7-8, 12, 15, 17, 19-20, 22, 24-35</td>
<td>29</td>
</tr>
<tr>
<td>Director III, News</td>
<td>1-5, 7-9, 12, 15, 17, 19-20, 22-28, 31-35</td>
<td>23</td>
</tr>
<tr>
<td>Director I, Newscast</td>
<td>1-5, 7-10, 12-13, 15, 17, 19-20, 22, 24-28, 31-35</td>
<td>10</td>
</tr>
<tr>
<td>Sales Manager (Local)</td>
<td>1-5, 7-9, 12-15, 17-20, 22, 24-28, 31-35</td>
<td>13</td>
</tr>
<tr>
<td>MultiMedia Journalist</td>
<td>1-10, 12, 15, 17, 19-20, 22, 24-28, 30-35</td>
<td>10</td>
</tr>
<tr>
<td>MultiMedia Journalist</td>
<td>1-5, 7-10, 12, 15, 17, 19-20, 22, 24-28, 30-35</td>
<td>10</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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: idomevil@colum.edu  
Isabeau Dornevil | Y                                                 | 0                                                      |
| 3         | Cornell University  
103 Barnes Hall  
Ithaca, New York 14853  
Phone: 607-255-6933  
Email: employersscheduling@cornell.edu  
Sam Carney | N                                                 | 0                                                      |
| 4         | 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                                                      |
| 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                                                      |
**WETM**

**EEO PUBLIC FILE REPORT**

February 1, 2020 - January 31, 2021

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

<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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: brianrealv@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: irooi@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: juannecahn@temple.edu  
Lu Ann Cahn | Y | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>Linked In</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
| 19        | Mansfield University  
9 Swan Street  
Mansfield, Pennsylvania 16993  
Phone : 570-662-4914  
Email : nlefelho@mansfield.edu  
Nicole Lefelhod | 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 : http://www.nabj.org  
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                                                      |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>26</td>
<td>NYS Department of Labor 318 Madison Ave. Elmira, New York 14901 Phone: 607-238-5730 Email: <a href="mailto:labordewelmira@labor.ny.gov">labordewelmira@labor.ny.gov</a> Daniel Porter</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>27</td>
<td>Onondaga Community College 4585 W. Seneca Turnpike Syracuse, New York 13215 Phone: 315-498-2585 Email: <a href="mailto:careerervices@sunyocc.edu">careerervices@sunyocc.edu</a> Rachel Strickland</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>28</td>
<td>Penn State University 101 Innovation Blvd. Suite 213h University Park, Pennsylvania 16802 Phone: 814-865-2377 Email: <a href="mailto:spk17@psu.edu">spk17@psu.edu</a> Bob Orndorff</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>29</td>
<td>Professional/Industry Trade Organization</td>
<td>N</td>
<td>7</td>
</tr>
<tr>
<td>30</td>
<td>Station's Facebook Page</td>
<td>N</td>
<td>13</td>
</tr>
<tr>
<td>31</td>
<td>Tompkins-Cortland Comm. College 170 North Street P.O. Box 139 Dryden, New York 13053 Phone: 607-844-8222 Email: <a href="mailto:evenert@tc3.edu">evenert@tc3.edu</a> Teri Evener</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone: 800-237-8073 Email: <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>University of South Carolina 902 Sumter Street Access / Lieber College Columbia, South Carolina 29208 Phone: 803-777-6576 Email: <a href="mailto:patter28@mailbox.sc.edu">patter28@mailbox.sc.edu</a> Sydney Patterson</td>
<td>Y</td>
<td>0</td>
</tr>
</tbody>
</table>
# II. MASTER RECRUITMENT SOURCE LIST ("MRSList")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 34        | WETM Web site  
101 E. Water St.  
Elmira, New York 14901  
Phone: 607-733-5518  
Url: http://www.mytwintiers.com  
Email: ncurren@wetmtv.com  
Tina Castano | N | 4 |
| 35        | 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:** 51
II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

**Notation of Changes**

**Addition notations:**

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

**Deletion notations:**

<table>
<thead>
<tr>
<th>Agency #</th>
<th>Agency Name</th>
<th>Date of Deletion</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>GST BOCES</td>
<td>3/16/20</td>
</tr>
<tr>
<td>21</td>
<td>National Association of Black Journalists</td>
<td>3/16/20</td>
</tr>
</tbody>
</table>
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
</table>
| 2/24/2020 | Participation in events or programs sponsored by educational institutions          | 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. 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. | 7                             | News Director  
Digital Media Mgr  
Dir, Creative Svs & Pgmng  
Dir of Sales                      |
| 3/12/2020 | 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 on our operations, including news, production, sports, and weather. 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. | 1                             | News Director                      |
| 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             |