

WETM
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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, 5-11, 13, 16-17, 19-20, 22-32 | 1 |
| Reporter I, MultiMedia Journalist | 3-14, 16-20, 22-32 | 22 |
| News Anchor / Reporter I | 3, 5-13, 16-20, 22-32 | 22 |
| Account Executive | 1-3, 6-10, 13, 16-17, 19-32 | 1 |
| Multimedia Journalist / Reporter | 2-4, 6-10, 12-14, 16-32 | 12 |
| Meteorologist/Multi Media Journalist | 3, 6-10, 13-14, 16-20, 22-32 | 22 |
| Meteorologist/Multi Media Journalist | 3, 6-10, 13-14, 16-20, 22-32 | 22 |
| Multimedia Journalist / Reporter | 3, 6-10, 12-13, 16-20, 22-32 | 18 |
| Digital Producer | 2-3, 6-10, 12-14, 16-32 | 12 |
| Meteorologist / Reporter | 2-3, 6-10, 12-14, 16-32 | 18 |
| Integrated Digital Specialist III | 2-3, 6-10, 13-14, 16-17, 19-32 | 31 |
| News Anchor / Reporter I | 2-3, 6-8, 10, 13, 15-17, 19-32 | 15 |
| Reporter I, MultiMedia Journalist | 2-3, 6-8, 10, 13, 16-32 | 18 |

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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 | 5 |
| 2 | Binghamton University Fleishman Career and Professional Development Ctr .. email update 7/20/21 msg 4400 Vestal Pkwy E Binghamton, New York 13902 Phone : 607.777.6758 Email : hirebing@binghamton.edu Brandy Smith | Y | 0 |
| 3 | 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 |
| 4 | CareerBuilder.com | N | 2 |
| 5 | Columbia College Chicago / Prong 2 deleted per ReUP Survey 2021 618 S Michigan Ave. 1st Floor Chicago, Illinois 60605 Phone : 312-369-7457 Email : idornevil@colum.edu Isabeau Dornevil Prong 2 Ended Date: 3/10/2021 | N | 0 |
| 6 | Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-6933 Email : employerscheduling@cornell.edu Sam Carney | N | 0 |
| 7 | 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 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 8 | Economic Opportunity Program 650 Baldwin Street Elmira, New York 14901 Phone : 607-734-6174 Email : alewis@cseop.org Anita Lewis | N | 0 |
| 9 | Elmira Business Institute / deleted based on failures received 10/1/21. No response to contacts made 4100 Vestal Road Vestal, New York 13850 Phone : 607-729-8915 Email : mkirchheimer@ebi.edu Mairin Kirchheimer | N | 0 |
| 10 | Elmira College 1 Park Place Elmira, New York 14901 Phone : 607-735-1830 Email : eccareers@elmira.edu Rachel Redmond | N | 0 |
| 11 | Elon News Network / Prong 2 deleted per ReUP survey 2021 100 Campus Drive Elon, North Carolina 27244 Phone : 7745711290 Email : brianreatv@gmail.com Brian Rea Prong 2 Ended Date: 3/10/2021 | N | 0 |
| 12 | Employee Referral | N | 8 |
| 13 | 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 |
| 14 | Indeed.com | N | 12 |
| 15 | Internal Promotion | N | 3 |

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|-----------|---|---|--|
| 16 | Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Email : klieb@ithaca.edu Kimberly Lieb | N | 0 |
| 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 |
| 18 | Linked In | N | 21 |
| 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 | Morgan State University 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443.885.4437 Email : randy.reid@morgan.edu Randy Reid | Y | 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 | 9 |

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|-----------|---|---|--|
| 23 | NY Chapter of the National Association of Hispanic Journalists / email address updated per ReUP 2021 TB Updated New York City, New York 10000 Phone : 718-930-1943 Email : nahj_nyc@nahj.org Nathalie Nieves | Y | 0 |
| 24 | NYS Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : info@nysbroadcasters.org Carolyn Jung | N | 0 |
| 25 | NYS Department of Labor 318 Madison Ave. Elmira, New York 14901 Phone : 607-238-5730 Email : labordewselmira@labor.ny.gov Daniel Porter | N | 0 |
| 26 | Onondaga Community College 4585 W. Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2585 Email : careerservices@sunyocc.edu Rachel Strickland | N | 0 |
| 27 | Penn State University 101 Innovation Blvd. Suite 213h University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : spk17@psu.edu Bob Orndorff | N | 0 |
| 28 | 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 |
| 29 | TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-237-8073 Email : admin@tvjobs.com Mark Holloway | N | 0 |

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|--|---|---|--|
| 30 | University of South Carolina / Garnet Media Group 902 Sumter Street Access / Lieber College Columbia, South Carolina 29208 Phone : 803-777-6576 Email : patter28@mailbox.sc.edu Sydney Patterson | Y | 0 |
| 31 | 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 | 1 |
| 32 | 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: | | | 61 |

II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)

Notation of Changes

February 1, 2021 to January 31, 2022

Addition notations:

| Agency # | Agency Name | Date of Addition |
|----------|--|------------------|
| 2 | Binghamton University Fleishman Career and Professional Development Center | 5/21/21 |
| 21 | Morgan State University | 5/21/21 |

Deletion notations:

| Agency # | Agency Name | Date of Deletion |
|----------|---|------------------|
| 5 | Columbia College Chicago | 3/10/21 |
| 9 | Elmira Business Institute – not Entitled Source | 10/13/21 |
| 11 | Elon News Network | 3/10/21 |

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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 | 3/1/2021 | 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 |
| 2 | 3/16/2021 | 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 Corning-Painted Post School on 3/16/21. The Station hosted one (1) student from ARC Alleghany / Steuben on 8/31/21. | 2 | Chief Meteorologist News Director |
| 3 | 4/29/2021 | Participation in events or programs sponsored by educational institutions | The Station participated at mock interviews at GST BOCES Employer's Day on 4/29/21. A total of 7 students were interviewed and evaluated virtually. | 1 | Director, Creative Services / Programming |
| 4 | 6/11/2021 | Participation in events or programs sponsored by educational institutions | The Station participated in a career event with Harrington School of Communication and Media (Rhode Island) with speakers from various areas (public relations, marketing, corporate communication and other communication-intensive positions) on 6/11/21. 12 students participated. | 1 | VP / GM |
| 5 | 6/15/2021 | 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. | 6 | VP / GM GSM Director, Creative Services/Programming News Director |

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|---|-------------|--|---|-------------------------------------|--------------------------|
| 6 | 7/6/2021 | 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 of our operations including news, production, sports, and weather.</p> <p>The Station hosted an intern from the NYSBA (New York State Broadcast Association) during the summer 2021 semester.</p> | 1 | News Director |