

WETM
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
Director III, News	2-3, 5-8, 10-12, 14, 16, 18-26, 30-34	12
Producer I, Assignment and Web	2-3, 5-11, 14, 16-26, 30-34	9
Account Executive, Sales	1-3, 5-8, 10, 14, 16, 18-26, 28, 30-34	33
Morning Anchor / MultiMedia Journalist	2-3, 5-8, 10, 12-14, 16-18, 20-26, 28, 30-34	13
Director III, News	3, 5-8, 10, 14, 17-18, 21, 23-26, 28, 30- 31, 33-34	33
MultiMedia Journalist / Reporter	3-8, 10, 14, 18, 21, 23-26, 28, 30-31, 33 -34	4
Executive Administrative Assistant	3, 5-8, 10, 14-15, 18, 21, 23-26, 28, 30- 31, 33-34	15
News Producer	3, 5-8, 10, 14-15, 18, 21, 23-26, 28, 30- 31, 33-34	15
Integrated Digital Specialist III	3, 5-8, 10, 14, 18, 21, 23-26, 28-31, 33- 34	29
MultiMedia Journalist	3, 5-8, 10, 14, 17-18, 21, 23-26, 28, 30- 31, 33-34	17
Creative Services Producer	3, 5-8, 10-14, 18, 21, 23-26, 28, 30-31, 34	13
MultiMedia Journal / Reporter	3, 5-8, 10-11, 14, 17-18, 21, 23-26, 28, 30-31, 34	17
Multi Media Journalist/News Anchor	3, 5-10, 14-15, 17-18, 21, 23-28, 30-31, 34	27

The station's current reporting term covers February 1, 2022 – January 31, 2023.

On April 4, 2022, the station deleted five (5) historical recruiting sources:

DELETED sources: RS#1/Binghamton University Fleishman Career & Professional, RS#15/Klein college of Media & Communications, RS#19/Morgan State University, RS#21/NY Chapter of the National Assoc. of Hispanic and RS#30/University of South Carolina.

On February 11, 2022, the station added one (1) new source:

ADDED source: RS#26/Reel Media Group

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with

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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	Binghamton University Fleishman Career and Professional Development Ctr. del reup nonresponse 4.4.22 4400 Vestal Pkwy E Binghamton, New York 13902 Phone : 607.777.6758 Email : hirebing@binghamton.edu Brandy Smith Prong 2 Ended Date: 4/4/2022	N	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	1
5	Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-6933 Email : employerscheduling@cornell.edu Sam Carney	N	0
6	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
7	Economic Opportunity Program 650 Baldwin Street Elmira, New York 14901 Phone : 607-734-6174 Email : alewis@cseop.org Anita Lewis	N	0

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8	Elmira College 1 Park Place Elmira, New York 14901 Phone : 607-735-1830 Email : eccareers@elmira.edu Rachel Redmond	N	0
9	Employee Referral	N	2
10	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
11	Indeed.com	N	4
12	Internal Promotion	N	3
13	Intracompany Transfer	N	2
14	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Email : klieb@ithaca.edu Kimberly Lieb	N	0
15	Job/Bulletin Board	N	13
16	Klein College of Media and Communication del reup nonresponse 4.4.22 1801 N. Broad Street Philadelphia, Pennsylvania Phone : 215-204-6501 Email : luanncahn@temple.edu Lu Ann Cahn Prong 2 Ended Date: 4/4/2022	N	0
17	Linked In	N	9
18	Mansfield University 9 Swan Street Mansfield, Pennsylvania 16993 Phone : 570-662-4914 Email : nlefelho@mansfield.edu Nicole Lefelhoc	N	0

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19	MediaLine deleted due to 1/13/22 failure website shut down 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
20	Morgan State University del reup nonresponse 4.4.22 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443.885.4437 Email : randy.reid@morgan.edu Randy Reid Prong 2 Ended Date: 4/4/2022	N	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
22	NY Chapter of the National Association of Hispanic Journalists. del reup nonresponse 4.4.22 TB Updated New York City, New York 10000 Phone : 718-930-1943 Email : nahj_nyc@nahj.org Nathalie Nieves Prong 2 Ended Date: 4/4/2022	N	0
23	NYS Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : info@nysbroadcasters.org Carolyn Jung	N	0
24	NYS Department of Labor 318 Madison Ave. Elmira, New York 14901 Phone : 607-238-5730 Email : labordewselmira@labor.ny.gov Daniel Porter	N	0

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25	Onondaga Community College 4585 W. Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2585 Email : careerservices@sunyocc.edu Rachel Strickland	N	0
26	Penn State University 101 Innovation Blvd. Suite 213h University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : spk17@psu.edu Bob Orndorff	N	0
27	Professional/Industry Trade Organization	N	1
28	Reel Media Group added 2/11/22 1181 Walnut Terrace Boca Raton, Florida 33486 Phone : 610-659-8583 Url : www.reelmediagroup.com Email : info@reelmediagroup.com Stephanie Tsoflias Siegel	N	0
29	Station's Facebook Page	N	2
30	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
31	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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32	University of South Carolina / Garnet Media Group. del reup nonresponse 4.4.22 902 Sumter Street Access / Lieber College Columbia, South Carolina 29208 Phone : 803-777-6576 Email : patter28@mailbox.sc.edu Sydney Patterson Prong 2 Ended Date: 4/4/2022	N	0
33	WETM Web site 101 E. Water St. Elmira, New York 14901 Phone : 607-733-5518 Url : http://www.mytwintiers.com Email : nchorney@wetmtv.com Tina Castano	N	5
34	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:			46

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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	3/7/2022	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 Ithaca College and six (6) interns from GST BOCES during the Spring Semester of 2022.	1	Dir. Creative Services and Programming News Director Executive Producer
2	4/6/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as mock interviewer allowing students to receive feedback on their interviewee skills. Mock interviews were held in person on the GST BOCES campus in Horseheads, NY.	1	Dir. Creative Services and Programming
3	11/17/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Penn State University. They spoke with the gathered broadcast journalism students, including directors, producers, and on-air candidates (including meteorologists). Encouraged them to contact us about beginning their careers with us or taking one of our internships.	2	News Director VP/General Manager
4	1/17/2023	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.	7	Director of Creative Services VP/General Manager News Director Business Admin