

WCDC-TV, WTEN-TV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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 - WTEN	1-5, 7, 9-10, 14, 16-18, 21, 24-25, 27, 29-30, 32	7
Television Broadcast/IT Engineer	1-4, 10, 12, 14, 16-18, 21, 24-25, 27- 29, 32	18
Assignment/Web Editor	1-4, 10, 14-18, 21, 24-25, 27, 29-30, 32	14
Producer	1-4, 6-7, 10-11, 14-18, 21, 23-25, 27, 29, 31-32	7
Technical Media Operator	1-4, 10, 14, 16-18, 21, 24-25, 27, 29, 32	10
Graphic Artist	1-2, 4, 6, 9-10, 14, 16-18, 21, 24-25, 27, 29, 31-32	18
Account Executive - WXXA	1, 3-6, 10, 13, 16-18, 20-21, 24-25, 27, 29-32	18
Digital Media Sales	1, 3-4, 6, 10, 15-21, 24-27, 29, 31-32	19
Producer	1, 3-4, 6, 10, 15-21, 24-25, 27, 29, 31- 32	19
Account Executive - WXXA	1, 3-4, 6-7, 10, 16-21, 24-25, 27, 29, 31 -32	7
Reporter MMJ	1, 3-4, 6, 10, 15-21, 24-25, 27, 29, 31- 32	19
Reporter MMJ	1, 3-4, 6, 10, 15-21, 24-25, 27, 29, 31- 32	19
Producer	1, 3-4, 6, 10, 15-19, 21, 24, 27, 29, 31- 32	19
Photog/MMJ	1, 3-4, 6, 10, 15-19, 21, 24-25, 27, 29, 31-32	10
Executive Producer	1, 3-4, 6-7, 10, 15-19, 21, 24-25, 27, 29, 31-32	19
Sports Reporter-Anchor MMJ	1, 3-4, 6, 10, 15-19, 21-22, 24-25, 27, 29, 31-32	19
Producer	1, 3-4, 6, 10, 15-19, 21, 24-25, 27, 29, 31-32	4
Media Sales - News10 & Fox23	1, 3-4, 6, 8, 10, 16-19, 21, 24-25, 27, 29, 31-33	19
Photog/MMJ	1, 3-4, 6, 10, 14-16, 18-19, 21, 24-25, 27, 29, 31-32	16

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Photog/MMJ	1, 3-4, 6, 10, 15-19, 21, 24-25, 27, 29, 31-32	16
Producer	1, 3-4, 6, 10, 15-19, 21, 24-25, 27, 29, 31-32	19
Photog/MMJ	1, 3-4, 6, 10, 15-19, 21, 24-25, 27, 29, 31-32	18
Photog/MMJ	1, 3-4, 6, 10, 15, 17-19, 21, 24-25, 27, 29, 31-32	10
Full Time Technical Media Operator	1, 3-4, 6, 10, 16-19, 24-25, 27, 29, 31- 32	10
Full Time Technical Media Operator	1, 3-4, 6, 10, 17-19, 21, 24-25, 27, 29, 31-32	19
Full Time Technical Media Operator	1, 3-4, 6, 10, 16-19, 21, 24-25, 27, 29, 31-32	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	Albany Chamber - JobZone 5 Computer Drive South Albany, New York 12205 Phone : 518 431 1400 Url : http://albany.myjobzone.net/index.asp Lindsay Heller Manual Posting	N	0
2	Albany Dept of Labor State Campus State Office Campus Bilding 12 Room 169 Albany, New York 12240 Phone : 518 457 1504 Url : http://www.labor.ny.gov Email : brian.suedkamp@labor.ny.gov Brian Suedkamp	N	0
3	Boston University 100 Bay State Road Boston, Massachusetts Url : http://www.bu.edu/careers/ Eleanor Cartelli Manual Posting	N	0
4	College of St. Rose 434 Western Ave Albany, New York 12203 Phone : 518 454 5141 Url : http://www.strose.edu/campuslife/career_center Email : career@strose.edu College of Saint Rose	N	1
5	Dr. King Career Fair Harriman State Office Campus Building 12, Room 500 Albany, New York 12240 Phone : 518-457-3106 Stephen Ryan Manual Posting	N	0
6	Emerson College Boylston and Tremont streets Boston, Massachusetts Url : http://www.emerson.edu/careers-internships Blaine Butler Manual Posting	N	0
7	Employee Referral	N	7

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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	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941 Phone : 3127341781 Nick Simon Manual Posting	N	0
9	Indeed.com 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com Jobs Listing Manual Posting	N	1
10	Internal Memo 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 4299 Url : http://www.news10.com Christa Burke Manual Posting	N	8
11	Intracompany Transfer	N	1
12	ITT Technical Institute 100 Sheridan Ave Albany, New York 12210 Phone : 518-303-2985 Aric Aery Manual Posting	N	0
13	Linked In	N	1
14	Media General Website 333 E. Franklin Street Richmond, Virginia 23219 Phone : 518 433 4299 Url : http://www.mediageneral.com Christa Burke Manual Posting	N	5
15	Medialine (news room only) Box 51909 Pacific Grove, California 93950 Phone : 800 237 8073 Url : http://www.medialine.com Email : medialine@medialine.com Rich Everitt	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
16	New School Radio & TV 50 Colvin Ave Albany, New York 12206 Phone : 518 438 7682 Url : http://www.thenewschool.us/ Email : CTaylor@Newschoolalbany.edu Cathy Taylor	N	9
17	New York State Job Bank (NYS DOL) Harriman Campus, Building 12 Room 436 Albany, New York 12240 Phone : 518 457 1504 Url : https://newyork.us.jobs/secure/emplogin.asp Brian Suedkamp Manual Posting	N	0
18	news10.com 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 2692 Url : http://www.news10.com Courtney Ward Manual Posting	N	16
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	38
20	Nexstar.tv/careers/ 545 E. John Carpenter freeway Suite 700 Irving, Texas 75062 Phone : 518-433-4299 Url : http://www.nexstar.tv/careers/ Christa Burke Manual Posting	N	0
21	NYS Broadcasters Assoc. 1805 Western Ave. Albany, New York 12203 Phone : 518 456 8888 Url : http://www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	N	0
22	Professional/Industry Trade Organization	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Radio,Television, Digital News Association 529 14th Street, NW, Suite 1240 Washington, District of Columbia 20045 Url : http://rtdna.org/ Mike Cavender Manual Posting	N	0
24	Saratoga Chamber - JobZone 28 Clinton St. Saratoga Springs, New York 12866 Phone : 518 584 3255 Url : http://www.saratoga.org/saratoga-county-chamber-of Bridget Devaney Manual Posting	N	0
25	Siena College Route 9 Loudoville, New York 12211 Phone : 518 783 2339 Url : https://siena-csm.symplicity.com/employers/ Email : careermail@siena.edu Courtney Winkler	N	0
26	Siena College Spring Career & Intern Fair Route 9 Loudonville, New York 12211 Phone : 518 783 2339 Url : https://siena-csm.symplicity.com/employers/ Ashley Dwyer Manual Posting	N	0
27	Smartrecruiters.com 56 Tehama Street SanFrancisco, California 94105 Phone : 800-517-1148 Url : http://www.smartrecruiters.com Jobs Listing Manual Posting	N	0
28	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones Manual Posting	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
29	SUNY Albany 1400 Washington Street Albany, New York 12222 Phone : 518 442 5515 Url : http://www.albany.edu/career/employer/employer.sht Joe Aini Manual Posting	N	0
30	SUNY Albany Job & Internship Expo 1400 Washington Street Albany, New York 12222 Phone : 518 442 5515 Url : http://www.albany.edu/career/employer/careerfairs . Joe Aini Manual Posting	N	0
31	Syracuse University Newhouse School 215 University Pl Syracuse, New York Url : http://newhouse.syr.edu/career-development/employe Bridget Lichtinger Manual Posting	N	1
32	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 800 374 0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	0
33	Ziprecruiter 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Phone : 3233024540 Seth Taute Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

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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	2/8/2017	Participation in events or programs sponsored by educational institutions	The Station participated in a Practice Interview Day for certain students attending UAlbany. Attending employers provide opportunities for students to practice interview skills and provide feedback to the students.	1	Business Manager
2	2/21/2017	Participation in Job Fairs	The Station participated in the Job & Internship Fair hosted by SUNY Albany at the SEFCU Arena.	2	Business Manager Local Sales Manager
3	3/17/2017	Participation in events or programs sponsored by educational institutions	The Station hosted a tour for students from Troy High School. During the tour, students learned the day to day process associated with the composition and execution of a newscast.	1	Operations Manager
4	3/21/2017	Participation in Job Fairs	The Station participated in the Career, Internship and Graduate School Fair which was hosted by Siena College.	2	Business Manager General Sales Manager
5	3/21/2017	Participation in events or programs sponsored by educational institutions	The Station's News Director traveled to Syracuse University to teach 2 classes to journalism students. As part of the event, the News Director discussion various broadcasting positions, including job duties, involved in producing and broadcasting the news.	1	News Director
6	3/29/2017	Participation in Job Fairs	The station participated in the Dr. King Career Fair sponsored by the New York State Department of Labor.	1	Program Director
7	4/5/2017	Participation in events or programs sponsored by educational institutions	The Station participated in the Junior Achievement Job Shadow event, which provides high school students an up-close look at the work place and highlights the difference between theoretical versus the practical work experience. Students also heard from Station employees from several difference departments on topics which included job opportunities.	5	Business Manager General Manager Operations Manager Creative Services Director
8	4/27/2017	Participation in events or programs sponsored by educational institutions	The Stations' News Director visited Syracuse University to speak with students enrolled in an Advanced Producing class and Newscast Producing and Presenting class. Topics discussed included what makes a good resume reel and what station management looks for in a new hire.	1	News Director

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	11/15/2017	Participation in scholarship programs	The Station has an established scholarship program. The station awarded one (1) scholarship award during the 2017-2018 reporting term to a student from The College of Saint Rose.	7	Station Business Manager General Manager News Director Creative Services Director
10	1/5/2018	Establishment of an intern program designed to assist members of the community	The Station has an established internship program. The station hosted 1 intern during the 2017 Spring Semester. The student was from Syracuse University. The station hosted 4 interns during the 2017 Summer Semester. The students were from SUNY Plattsburgh, SUNY New Paltz, and The Sage Colleges. The station hosted 1 intern during the 2017 Fall Semester. The student was from The College of Saint Rose. Internships provide students with real-life work experience in the broadcast industry.	3	Station Business Manager Assistant News Director News Director
11	1/18/2018	Participation in events or programs sponsored by educational institutions	The Station hosted a tour for students from Tech Valley High School. during the tour, students learned the day to day processes associated with the composition and execution of a newscast.	1	Operations Manager