

WFXV, WPNY
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
Creative Service Manager III	1-3, 5-7, 9-30	12
Sales Account Executive III	1-7, 9-30	4
Sales Account Executive III	1-7, 9-30	4
Reporter 1 Multimedia Journalist	1-7, 9-30	12
Website Coordinator I	1-3, 5-30	8
Production 1-Creative Sevices Producer	1-7, 9-30	4
Production 1-Creative Sevices Producer	1-7, 9-30	4

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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	Career Builders.com 13047 Collection Ctr. Chicago, Illinois 60693 Phone : 800-891-8880 Url : http://www.careerbuilders.com job Listings Manual Posting	N	0
2	CNYhomepage.com 5656 Smith Hill Rd. Utica, New York 13502 Phone : 315-797-5220 Url : http://www.cnyhomepage.com Diane Siembab Manual Posting	N	0
3	Craigslist.com 1381 9th Ave San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.craigslist.com job Listings Manual Posting	N	0
4	Employee Referral	N	6
5	Herkimer County Comm. College 100 Reservoir Road Herkimer, New York 13350 Phone : 315-866-0300 Url : http://www.herkimer.edu Email : dflanagan@herkimer.edu Douglas Flanagan	N	0
6	Indeed 6433 Champion Grandview Way Bldgs.1 Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Job Postings Manual Posting	N	0
7	Internal Posting 5956 Smith Hill Road Utica, New York 13502 Phone : 315-797-5220 Url : http://www.cnyhomepage.com Email : dsiembab@wutr.tv Diane Siembab	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	Internal Promotion	N	1
9	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : eloise@ithaca.edu Eloise online	N	0
10	LinkedIn 2029 Sterling Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com job Listings Manual Posting	N	0
11	Mohawk Valley Comm. College 1101 Sherman Dr Utica, New York 13501 Phone : 315-731-5710 Url : http://www.mvcc.edu Email : jmaio@mvcc.edu James Maio	N	0
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
13	NY State Dept. of Labor 207 Genesee St Utica, New York 13501 Phone : 315-793-2267 Url : http://www.labor.ny.gov Email : nysjobbank@labor.ny.gov job Listings	N	0
14	NY State VESID 270 Genesee St.#801 Utica, New York 13501 Phone : 315-793-2536 Url : http://www.acces.nysed.gov/ job listings Manual Posting	N	0

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15	NYSBroadcaster Assn. 1805 Western Ave Albany, New York 12203 Phone : 518-463-3200 Url : http://www.nysbroadcasters.org/ Email : cjung@nysbroadcasters.org Carolyn Jung	N	0
16	Penn State University 502 Walker Bldg. University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : ggk2@psu.edu Ginger Kovalchuk	N	0
17	Rickgevers.com 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : http://www.rickgevers.com Fax : 1-317-635-7919 job Listings	N	0
18	RTDNA 529 14th Street NW Suite 1240 Washington, District of Columbia 20045 Phone : 941.896.4246 Url : http://www.rtdna.org job Listings Manual Posting	N	0
19	SINewHouse.com 215 University Pl Syracuse, New York 13210 Phone : 315-443-2302 Url : http://www.sinewhouse.com job listings Manual Posting	N	1
20	Staffworks 600 French Road New Hartford, New York 13413 Phone : 315-735-5050 Url : http://www.staffworkscny.com/ job Listings Manual Posting	N	0

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21	SUNY Institute of Technology PO Box 3050 Utica, New York 13504 Phone : 315-792-7191 Url : http://www.sunypoly.edu Email : panebia@sunyit.edu Anthony Papebianco	N	0
22	SUNY Oneonta 108 Ravine Pkwy Oneonta, New York 13820 Phone : 607-436-3500 Url : http://www.oneonta.edu Email : nace@oneonta.edu job Listings	N	0
23	SUNY Oswego 7060 State Route 104 Oswego, New York 13126 Phone : 315-312-2500 Url : http://www.oswego.edu Email : career@oswego.edu job Listings	N	0
24	Syracuse University 900 South Crouse Ave. Syracuse, New York 13244 Phone : 315-443-4036 Url : http://www.syracuse.edu Email : mecremed@syr.edu Michael Cremedas	N	0
25	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0
26	Utica College 1600 Burrstone Rd Utica, New York 13502 Phone : 315-732-3087 Url : http://www.utica.edu Email : acampbell@utica.edu Ann Campbell	N	0

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27	Utica Observer Dispatch/Monster.com 221 Oriskany Plaza Utica, New York 13501 Phone : 315-735-7511 Url : http://www.uticaod.com Editor listings Manual Posting	N	0
28	WFXV/WPNY TV AD 5956 Smith Hill Road Utica, New York 13502 Phone : 315-272-1340 Url : http://www.cnyhomepage.com Email : sventura@wutr.tv Steve Ventura	N	0
29	Working Solutions 207 Genesee St Utica, New York 13501 Phone : 315-793-2229 Url : http://www.working-solutions.org/ Email : ellen.vennett@labor.ny.gov job Listings	N	0
30	Zip Recruiter 1453 Third Street Promenade. Santa Monica, California 90401 Phone : 877-252-1062 Url : http://www.ziprecruiter.com Job Listings Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			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	2/3/2020	Establishment of an intern program designed to assist members of the community	The SEU, in collaboration with the New York State Broadcasters Association, 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 SEU hosted one (1) intern from Utica College during the 2020 Winter Semester.	1	Creative Service Director
2	2/19/2020	Participation in Job Fairs	SEU Participated at New York State Department of Labor Job Fair. SEU Personnel were able to meet with potential candidates for vacancies in the broadcast industry.	2	Creative Service Director Local Sales Manager
3	10/8/2020	Listing of each upper-level category opening in a job bank or newsletter	The SEU participates in general (not vacancy-specific) outreach efforts. The SEU distributes all job vacancy notifications to the New York State Department of Labor, which is a non-vacancy specific job bank.	1	HR Coordinator