

WFXV, WPNY
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
Reporter 1, Multimedia Journalist	1-26	8
IT, Specialist	1-26	10
Reporter 1, Sports Reporter	1-26	8
Assistant 1, Sales	1-26	4
Account Executive III, Sales	1-26	10
Reporter 1, Multimedia Journalist	1-26	1
Account Executive III, Sales	1-26	5

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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	1
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	Express Employment Professional 118 Columbia Street, Suite 103 Utica, New York 13502 Phone : (315) 790-5723 Url : https://www.expresspros.com/ Email : jobs.uticaromeny@expresspros.com John Calabrese	N	4
5	Indeed 6433 Champion Grandview Way Bldgs.1 Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Job Postings Manual Posting	N	1
6	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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7	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : eloise@ithaca.edu Eloise online	N	0
8	LinkedIn 2029 Sterling Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com job Listings Manual Posting	N	3
9	Mohawk Valley Comm. College 1101 Sherman Dr Utica, New York 13501 Phone : 315-792-5400 Url : http://www.mvcc.edu Email : jmaio@mvcc.edu James Maio	N	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	15
11	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
12	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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13	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
14	Penn State University Department of Meteorology 503 Walker Building University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Fax : 1-814-865-9429 Ginger Kovalchuk	N	0
15	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
16	SINewHouse.com 215 University Pl Syracuse, New York 13210 Phone : 315-443-2302 Url : http://www.sinewhouse.com job listings Manual Posting	N	0
17	Staffworks 600 French Road New Hartford, New York 13413 Phone : 315-735-5050 Url : http://www.staffworkscny.com/ job Listings Manual Posting	N	0
18	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

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19	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
20	SUNY Oswego 7060 State Route 104 Oswego, New York 13126 Phone : 315-312-2500 Url : http://www.oswego.edu Email : careerservices@oswego.edu job Listings	N	0
21	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
22	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0
23	Utica College Office of Career Services 1600 Burrstone Rd Utica, New York 13502 Phone : 315-732-3087 Url : http://www.utica.edu Email : careerservices@utica.edu Fax : 1-315-792-3370 Ann Campbell	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
24	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
25	Working Solutions New York State Office Building, 2nd Floor 207 Genesee Street Utica, New York 13501 Phone : 315-793-2229 Url : http://www.working-solutions.org/ Email : Utica.Dews@labor.ny.gov Fax : 1-315-793-6340 job Listings	N	0
26	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:			24

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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	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU participates in general (non-Vacancy-Specific) outreach efforts. The SEU regularly disseminates job vacancy notifications, including all upper-level category openings to the New York State Department of Labor.	1	HR Coordinator
2	5/18/2022	Participation in events or programs sponsored by educational institutions	The SEU participated at the Mohawk Valley Community College Educational Explore Careers Day Event. SEU personnel discussed career decisions, job participated in a Q&A sessions with students.	1	News Director
3	1/6/2023	Provision of training to management	The SEU 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	VP/GM Station Mgr./BA News Director Chief Eng.