

WFFF
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor III, PM Anchor	1, 3-9, 12, 14, 17, 19-21, 23-26, 28, 30-31, 33-34, 38-39, 41, 44	28
Anchor, News	1, 3-9, 12, 14, 16, 19-21, 23-26, 31, 33-34, 38-39, 41, 44	16
Integrated Digital Specialist	1, 3-9, 12, 14, 19-21, 23-26, 29, 31-34, 38-39, 41-42, 44	32
Producer, News	1, 3-9, 12, 14, 19-21, 23-26, 31, 33-35, 38-39, 41, 44	35
Operator, Master Control	1-10, 12-14, 19-21, 23-25, 29, 31-34, 38-39, 41, 44	13
Operator, Master Control	1-10, 12-14, 19-21, 23-25, 29, 31-34, 38-39, 41, 44	2
Operator, Master Control	1-10, 12-14, 19-21, 23-25, 29, 31-34, 38-39, 41, 44	32
Reporter, Multi Media Journalist	1, 3-9, 12-14, 19-21, 23-26, 29, 31, 33-34, 36-39, 41, 44	19
Receptionist/Sales Assistant	1, 3-9, 12-14, 19-21, 23-26, 31, 33-34, 38-39, 41, 44	13
Account Executive, Sales	1, 3-9, 12, 15, 19-21, 23-26, 31, 33-34, 38-39, 41, 44	15
Photographer, News	1, 3-9, 12, 14, 19-21, 23-26, 29, 31, 33-34, 38-39, 41, 44	19
Account Executive, Sales	1, 3-9, 12-14, 19-21, 23-26, 29, 31, 33-34, 39, 41, 44	13
Director, News	1, 3-9, 12, 14, 19-21, 23-26, 31, 33-34, 39, 41, 44	19
Multi Media Journalist	1, 3-9, 12, 14, 19-21, 23-26, 31, 33-34, 37, 39, 41, 44	37
Producer, News	1, 3-9, 11-12, 14-15, 17, 19-20, 23-27, 31, 33-34, 38-39, 41-44	15
Receptionist/Sales Assistant	1, 3-9, 12, 14-15, 19-21, 23-26, 31, 33, 39, 41, 44	15
Photographer, News	1, 3-9, 11-12, 14-15, 17-20, 22-26, 31, 33-34, 38-42, 44	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Abenaki Self Help Association 100 Grand Avenue Swanton, Vermont 5488 Phone : 802-868-2559 Email : abenakiselfhelp@comcast.net MS Jacobs	N	0
2	Advertisement-TV	N	1
3	ALANA at UVM 633 Main Street Burlington, Vermont 5404 Phone : 802-656-7882 Tatiana Martinez Manual Posting	N	0
4	Boston College Broadcasting Department 140 Commonwealth Avenue Chestnut Hill, Massachusetts 2467 Phone : 617-552-4280 Email : leslie.douglas1@bc.edu Leslie Douglas	N	0
5	Boston University One Silber Way Boston, Massachusetts 2215 Phone : 617-353-4978 Email : jklar@bu.edu Jonathan Klarfeld	N	0
6	Castleton State University 86 Seminary Street Castleton, Vermont 5735 Phone : 802-468-1267 Email : robert.gershon@castle.edu Robert Gershon	N	0
7	Champlain College 163 S. Willard Street Burlington, Vermont 5402 Phone : 802-651-5991 Email : careerservices@champlain.edu Pat Boera	N	0

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8	Champlain Community Services 512 Troy Avenue Colchester, Vermont 5446 Phone : 802-655-0511 Email : kciechanowicz@ccs-vt.org Career Service	N	0
9	Connecticut Broadcasters Association 90 S. Park Street Willimantic, Connecticut 6226 Phone : 860-305-2038 Email : mryan@ctba.org Michael Ryan	N	0
10	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : https://vermont.craigslist.org Jim Buckmaster Manual Posting	N	0
11	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-2000 Email : rlandesberg@elton.edu Richard Landesberg	N	0
12	Emerson University 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8500 Career Service Manual Posting	N	0
13	Employee Referral	N	7
14	Howard Center 208 Flynn Avenue, Suite 3J Burlington, Vermont 5401 Phone : 802-488-6000 Email : jobs@howardcenter.org Career Service	N	0
15	Indeed.com	N	5
16	Internal Promotion	N	1

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17	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : jrada@ithaca.edu James Rada	N	0
18	Jobs in Vermont.com PO Box 604 Westbrook, Maine 4098 Phone : 877-374-1088 Url : http://www.jobsinvt.com Job Posting Manual Posting	N	0
19	Lyndon State College 1001 College Rd Lyndonville, Vermont 5851 Phone : 802-626-6228 Email : meaghan.meachem@lsc.vsc.edu Meaghan Meachem	N	3
20	Massachusetts Broadcasters Association 43 Riverside Avenue Medford, Massachusetts 2155 Phone : 800-471-1875 Job Posting Manual Posting	N	0
21	MediaRecruiter.com 9457 S. University Blvd Suite 303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
22	Mississippi State University Lee Boulevard Starkville, Mississippi 39762 Phone : 662-325-2323 Email : mike.brown@msstate.edu Mike Brown	N	0
23	mychamplainvalley.com - station website 298 Mountain View Drive Colchester, Vermont 5446 Phone : 802-660-9333 Email : kfrechette@mychamplainvalley.com Kristin Frechette	Y	0

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24	New Hampshire Association of Broadcasters P.O. Box 5578 Manchester, New Hampshire 3108 Phone : 603-232-0277 Tracy Caruso Manual Posting	N	0
25	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Sandy Messineo Manual Posting	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
27	Oklahoma University 1000 Asp Avenue Room 127 Norman, Oklahoma 73019 Phone : 405-625-6561 Email : weather@ou.edu Career Service	N	0
28	OTA Talent 1020 15th Street Denver, Colorado 80202 Phone : 719-388-9765 Jeff Marcu	N	1
29	Regionalhelpwanted.com 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Dale Mulder Manual Posting	N	0
30	Rick Gevers & Associates 355 E Ohio Street #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers 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
31	St. Michael's College One Winooski Park Colchester, Vermont 5439 Phone : 802-654-2000 Email : ipeterson@smcvt.edu Ingrid Peterson	N	0
32	Station's Facebook Page	N	2
33	SUNY Plattsburgh 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-5075 Tobi Hay Manual Posting	N	0
34	Syracuse University 900 South Crouse Avenue Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
35	TVJobs.com PO Box 4118 Oceanside, California 92052 Phone : 800-374-0119 Job Posting Manual Posting	N	1
36	TVJobs.com	N	1
37	Twitter	N	2
38	University of Massachusetts 181 Presidents Dr 243 Whitemore Bldg Amherst, Massachusetts 1003 Phone : 413-545-2224 Email : sjefferson@admin.umass.edu Sharon Jefferson	N	0
39	University of Vermont 85 S. Prospect St Burlington, Vermont 5405 Phone : 802-656-3450 Url : http://www.uvm.edu/career Jill Hoppenjans Manual Posting	N	0

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40	VABIR 75 Talcott Rd # 70 Williston, Vermont 5495 Phone : 802-288-9697 Email : jthurnauer@vabir.org Jill Thurnauer	N	0
41	Vermont Association of Broadcasters 500A Dalton Drive Colchester, Vermont 5446 Phone : 802-655-5764 Email : vab@vab.org Jim Condon	N	0
42	Vermont Department of Labor 5 Green Mountain Drive Montpelier, Vermont 5601 Phone : 802-652-0368 Url : http://www.vermontjoblink.com Ann Carnell Manual Posting	N	0
43	Vermont Job Network 1123 N. Water Street Suite 400 Milwaukee, Wisconsin 53202 Phone : 414-278-0700 Job Posting Manual Posting	N	0
44	Vermont Works for Women 32A Malletts Bay Avenue Winooski, Vermont 5404 Phone : 802-655-8900 Email : info@vtworksforwomen.org Rachel Jolly	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			37

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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	3/2/2017	Participation in Job Fairs	Attended the University of Vermont Spring Career Fair.	3	HR Coordinator Receptionist News Director
2	3/29/2017	Participation in Job Fairs	Attended the SUNY Plattsburgh Annual Job Fair.	2	HR Coordinator Receptionist
3	4/27/2017	Participation in Job Fairs	Attended a job fair hosted by the Vermont Event Center, in Colchester, VT	3	HR Coordinator Receptionist Director of Sales
4	5/23/2017	Participation in Job Fairs	Attended the Lake Champlain Regional Chamber of Commerce job fair.	5	HR Coordinator Receptionist News Director Local Sales Manager
5	9/13/2017	Participation in Job Fairs	Attended the Plattsburgh North Country Chamber of Commerce job fair.	2	HR Coordinator Receptionist