

**WFFF**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 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	1, 5, 8-11, 15, 17, 19-20, 26-29, 31, 33-34, 36, 46-48, 53, 55, 58	26
Account Executive	1, 5, 8-11, 15, 17, 19-20, 26-29, 31, 33-34, 36, 46-48, 53, 55, 58	20
Account Executive	1, 5, 8-11, 15, 17, 19-20, 26-29, 31, 33-34, 36, 46-48, 53, 55, 58	19
Sports Anchor/Reporter	1, 3-5, 8-11, 14-15, 17, 19, 22, 27-28, 31, 33-34, 36-37, 46-50, 52-58	19
Anchor 1, News	1, 5, 8-11, 15, 17, 21, 27-29, 31, 33-34, 46, 53, 55, 58	21
Photographer/Director	1, 5, 8-11, 15, 17, 19, 27-28, 31, 33-34, 36, 46, 48, 53, 55, 58	27
Producer, News	1, 3, 5-7, 9-12, 15, 17-18, 22, 24-25, 27-39, 41-50, 52-53, 55-59	24
Photographer, Multi Media Journalist	1, 5, 8-11, 15-17, 27, 29, 31, 33-34, 36, 48, 51, 55, 58	16
Receptionist/Sales Assistant	1, 5, 8-11, 15, 17, 27-28, 31, 33-34, 36, 46, 48, 53, 55	55
News Director	1, 3, 6-7, 9-12, 15, 17, 19, 21-22, 25, 27-39, 41-50, 52-53, 55-59	21
News Producer	1, 8-11, 15-17, 19-20, 23, 27-29, 31, 36	16
News Producer	1, 8-11, 15-17, 19-20, 23, 27-29, 31, 36	19
Account Exeuctive	1, 3, 6-12, 15, 17, 22, 25, 27-39, 41-50, 52-53, 55-59	8
Digital News producer	1, 3, 6-7, 9-12, 15, 17, 19, 22, 25, 27-39, 41-50, 52-53, 55-59	19
News Producer	1, 8-11, 15-17, 19-20, 23, 27-29, 31, 36	20
Multi Media Journalist	1, 3, 6-7, 9-12, 15, 17, 19, 22-23, 25, 27-50, 52-53, 55-59	19
Multi Media Journalist	1, 3, 6-7, 9-12, 15, 17, 19, 22-23, 25, 27-50, 52-53, 55-59	36
Multi Media Journalist	1, 3, 6-7, 9-12, 15, 17, 19, 22-23, 25, 27-50, 52-53, 55-59	40
Digital Media Manager	1, 3, 6-7, 9-12, 15, 17, 19, 22, 25, 27-39, 41-50, 52-53, 55-59	19

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Director - Production	1, 3, 6-7, 9-12, 15, 17, 20, 22, 25, 27-39, 41-50, 52-53, 55-59	20
Director/Photographer	1, 3, 6-7, 9-12, 15, 17, 22, 25, 27-29, 32-39, 41-50, 52-53, 55-59	27
Producer, Promotions	1, 3, 6-7, 9-13, 15-17, 22-23, 25, 27-30, 32-39, 41-50, 52-53, 55-59	16
Sports Reporter	1, 3, 6-7, 9-12, 15, 17, 22, 25-29, 32-39, 41-50, 52-53, 55-59	36
Sports Reporter	1, 3, 6-7, 9-12, 15, 17, 22, 25-29, 32-39, 41-50, 52-53, 55-59	26
Producer, News	1-3, 6-7, 9-12, 15, 17, 22, 25, 27-29, 32-39, 41-50, 52-53, 55-59	2
Director of Sales	1-3, 6-7, 9-12, 15, 17, 20, 22, 24-25, 27-29, 32-50, 52-53, 55-59	20
Photographer/Director	1, 3, 6-7, 9-12, 15, 17, 22-23, 25, 27-29, 32-39, 41-50, 52-53, 55-59	23
Photographer/Director	1, 3, 6-7, 9-12, 15, 17, 22, 25, 27-29, 32-39, 41-50, 52-53, 55-59	36

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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-Print	N	3
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	Burlington Free Press 100 Bank Street Suite 700 Burlington, Vermont 5401 Phone : 802-658-3321 Url : <a href="http://www.burlingtonfreepress.com">http://www.burlingtonfreepress.com</a> Greg Zelinski Manual Posting	N	0
7	Careerbuilder.com 100 Bank Street Suite 700 Burlington, Vermont 5401 Phone : 802-658-3321 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Greg Zelinski Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Castleton State University 86 Seminary Street Castleton, Vermont 5735 Phone : 802-468-1267 Email : robert.gershon@castle.edu Robert Gershon	N	1
9	Champlain College 163 S. Willard Street Burlington, Vermont 5402 Phone : 802-651-5991 Email : careerservices@champlain.edu Pat Boera	N	0
10	Champlain Community Services 512 Troy Avenue Colchester, Vermont 5446 Phone : 802-655-0511 Email : kciechanowicz@ccs-vt.org Career Service	N	0
11	Connecticut Broadcasters Association 90 S. Park Street Willimantic, Connecticut 6226 Phone : 860-305-2038 Email : mryan@ctba.org Michael Ryan	N	0
12	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : <a href="https://vermont.craigslist.org">https://vermont.craigslist.org</a> Jim Buckmaster Manual Posting	N	0
13	Educational Institution	N	1
14	Elon University 100 Campus Drive Elon, North Carolina 27244 Phone : 336-278-2000 Email : rlandesberg@elton.edu Richard Landesberg	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Emerson University 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8500 Career Service Manual Posting	N	0
16	Employee Referral	N	3
17	Howard Center 208 Flynn Avenue, Suite 3J Burlington, Vermont 5401 Phone : 802-488-6000 Email : jobs@howardcenter.org Career Service	N	0
18	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 6901 Phone : 203-328-2691 Url : http://www.indeed.com Paul Forster Manual Posting	N	0
19	Indeed.com	N	10
20	Internal Promotion	N	4
21	Intracompany Transfer	N	2
22	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : jrada@ithaca.edu James Rada	N	0
23	Job Fair	N	5
24	Job/Bulletin Board	N	3
25	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
26	Linked In	N	2

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	Lyndon State College 1001 College Rd Lyndonville, Vermont 5851 Phone : 802-626-6228 Email : meaghan.meachem@lsc.vsc.edu Meaghan Meachem	N	2
28	Massachusetts Broadcasters Association 43 Riverside Avenue Medford, Massachusetts 2155 Phone : 800-471-1875 Job Posting Manual Posting	N	0
29	MediaRecruiter.com 9457 S. University Blvd Suite 303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
30	Mississippi State University Lee Boulevard Starkville, Mississippi 39762 Phone : 662-325-2323 Email : mike.brown@msstate.edu Mike Brown	N	0
31	mychamplainvalley.com - station website 298 Mountain View Drive Colchester, Vermont 05446 Phone : 802-660-9333 Email : dager@mychamplainvalley.com Donnie Ager	N	0
32	National Press Photographers Association 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-2506 Url : http://www.nppa.org Akili Ramsess Manual Posting	N	0
33	New Hampshire Association of Broadcasters P.O. Box 5578 Manchester, New Hampshire 3108 Phone : 603-232-0277 Tracy Caruso Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Sandy Messineo Manual Posting	N	0
35	Newscheck 24 Lancaster Avenue # 205 Ardmore, Pennsylvania 19003 Phone : 516-674-4914 Patty Hersh Manual Posting	N	0
36	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	16
37	Oklahoma University 1000 Asp Avenue Room 127 Norman, Oklahoma 73019 Phone : 405-625-6561 Email : weather@ou.edu Career Service	N	0
38	On-air television spots 298 Mountain View Drive Colchester, Vermont 5446 Phone : 802-660-9333 Email : abrumbaugh@mychamplainvalley.com Andy Brumbaugh	N	0
39	Penn State Meteorology Dept. 502 Wallker Building University Park, Pennsylvania 16802 Phone : 814-865-4700 Career Service Manual Posting	N	0
40	Professional/Industry Trade Organization	N	2

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41	Regionalhelpwanted.com 11 Abrams Road Central Valley, New York 10917 Phone : 800-365-8630 Dale Mulder Manual Posting	N	0
42	Rick Gevers & Associates 355 E Ohio Street #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
43	SBE Job online 9102 N. Meridian St # 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Job Posting Manual Posting	N	0
44	Seven Days 255 So. Champlain Street Suite 5 Burlington, Vermont 5401 Phone : 802-865-1020 Michelle Brown Manual Posting	N	0
45	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Job Posting Manual Posting	N	0
46	St. Michael's College One Winooski Park Colchester, Vermont 5439 Phone : 802-654-2000 Email : <a href="mailto:ipeterson@smcvt.edu">ipeterson@smcvt.edu</a> Ingrid Peterson	N	0
47	SUNY Plattsburgh 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-5075 Tobi Hay Manual Posting	N	0



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48	Syracuse University 900 South Crouse Avenue Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Bridget Lichtinger	N	0
49	Tvandradiojobs.com PO Box 7049 Charlottesville, Virginia 22906 Phone : 804-990-1289 Url : <a href="http://www.tvandradiojobs.com">http://www.tvandradiojobs.com</a> Mike Patrick Manual Posting	N	0
50	TVJobs.com PO Box 4118 Oceanside, California 92052 Phone : 800-374-0119 Job Posting Manual Posting	N	0
51	Twitter	N	1
52	University of Massachusetts 181 Presidents Dr 243 Whitmore Bldg Amherst, Massachusetts 1003 Phone : 413-545-2224 Email : sjefferson@admin.umass.edu Sharon Jefferson	N	0
53	University of Vermont 85 S. Prospect St Burlington, Vermont 5405 Phone : 802-656-3450 Url : <a href="http://www.uvm.edu/career">http://www.uvm.edu/career</a> Jill Hoppenjans Manual Posting	N	0
54	VABIR 75 Talcott Rd # 70 Williston, Vermont 5495 Phone : 802-288-9697 Email : jthurnauer@vabir.org Jill Thurnauer	N	0

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55	Vermont Association of Broadcasters 500A Dalton Drive Colchester, Vermont 5446 Phone : 802-655-5764 Email : vab@vab.org Jim Condon	N	1
56	Vermont Department of Labor 5 Green Mountain Drive Montpelier, Vermont 5601 Phone : 802-652-0368 Url : <a href="http://www.vermontjoblink.com">http://www.vermontjoblink.com</a> Ann Carnell Manual Posting	N	0
57	Vermont Job Network 1123 N. Water Stree Suite 400 Milwaukee, Wisconsin 53202 Phone : 414-278-0700 Job Posting Manual Posting	N	0
58	Vermont Works for Women 32A Malletts Bay Avenue Winooski, Vermont 5404 Phone : 802-655-8900 Email : <a href="mailto:info@vtworksforwomen.org">info@vtworksforwomen.org</a> Rachel Jolly	N	0
59	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>56</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/26/2018	Participation in Job Fairs	The station participated in the Champlain College Spring 2018 Career Fair. Station personnel were able to meet with students, and discuss vacancies at the station, and in the broadcasting industry.	2	HR Coordinator Local Sales Manager
2	3/28/2018	Participation in Job Fairs	The station participated in the SUNY Plattsburgh 2018 Now to Next Career Fair. Station personnel were able to meet with students and discuss vacancies at the station, and in the broadcasting industry.	2	HR Coordinator Creative Services Director
3	4/3/2018	Participation in Job Fairs	The station participated in the Lyndon State College annual job fair. Station personnel were able to meet with students, and discuss vacancies at the stations, and in the broadcasting industry	2	HR Coordinator News Anchor
4	10/15/2018	Participation in Job Fairs	The Station participated in the Fall Career Fair at Champlain College. Station personnel were able to meet with students, and discuss vacancies at the station, and in the broadcasting industry.	2	HR Coordinator Local Sales Manager