

WCTX, WTNH
EEO PUBLIC FILE REPORT
November 26, 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
Executive Producer	1-6, 9-11, 17, 19-20, 24-26	17
Administrative Assistant	1-6, 9-12, 19-20, 24-26	12
Reporter/Multimedia Journalist	1-7, 9-11, 19-20, 24-26	7
Producer	1-7, 9-11, 19-20, 24-26	7
Account Executive-Digital	1-7, 9-11, 19-20, 24-26	7
Marketing & Promotions Producer	1-6, 9-11, 15, 19-20, 23-26	23
Integrated Digital Specialist	1-6, 9-11, 19-21, 24-26	21
Online Content Specialist	1-7, 9-12, 14-15, 19-20, 22, 24-26	7
Online Content Specialist	1-7, 9-12, 14-15, 19-20, 22, 24-26	22
Graphic Artist	1-6, 9-11, 19-21, 24-26	21
Director	7, 21, 25-26	7
Administrator, HR Business	21, 23, 25	23
Editor	21, 25	21
Assignment Desk Editor	1-7, 9-11, 13, 19-21, 24-26	13
Reporter/Multimedia Journalist	1-6, 9-11, 19-21, 23-26	23
Administrative Assistant/Receptionist	1-6, 9-12, 19-21, 24-26	12
Producer	1-7, 9-11, 16, 18-21, 24-26	7
Engineering Operator	1-6, 8-12, 19-21, 24-26	12
Meteorologist	7, 21, 25	7
News Producer	1-11, 19-22, 24-26	7
News Producer	1-11, 19-22, 24-26	22
Newscast Director	1-11, 19-21, 24-26	26
Investigative Reporter	7, 21, 25	7

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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	Broadcasters Education Association 1771 N Street, NW Washington, DC, District of Columbia 20036 Phone : 203-374-1717 Url : www.beaweb.org Email : JD@beaweb.org JD Boyle	N	0
2	Capital Community College 950 Main Street Hartford, Connecticut 06103 Phone : 860-906-5107 Email : KSchlossberg@ccc.commnet.edu Karen Schlossberg	N	0
3	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 0650 Phone : 860-832-2078 Email : Ritzenhoffk@ccsu.edu Dr. Karen Ritzenhokk	N	1
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : info@michaelsmedia.com Michael Bille	N	0
5	Collegiate Broadcasters 90 South Park St Willimantic, Connecticut 06226 Phone : 860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0
6	Eastern Connecticut State University 830 Windham Street Willimantic, Connecticut 06226 Phone : 860-465-5000 Email : careers@easternct.edu Job Bank	N	1
7	Employee Referral	N	21

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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	Fairfield University Career Planning Dolan Hall Fairfield, Connecticut 06430 Phone : 203-254-4081 Judy OShea Manual Posting	N	0
9	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 6601 Phone : 800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
10	Greater New Haven Education 580 Ella Grasso Blvd New Haven, Connecticut 6510 Phone : 203-865-3867 Email : JLAllen@Newhaven.edu Jerry Allen	N	0
11	High School Adult Education 580 Ella T Grasso Blvd New Haven, Connecticut 06510 Phone : 203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	Y	0
12	Indeed.com	N	9
13	Internal Promotion	N	1
14	Job Fair	N	1
15	Job/Bulletin Board	N	4
16	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	0
17	Linked In	N	1

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18	mediabistro 825 Eighth Avenue, 29th Floor New York, Nebraska 10019 Phone : 212-493-4100 Url : www.mediabistro.com Iman Edwards Manual Posting	N	0
19	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
20	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 410-580-5777 Email : Doris.Dumas@yale.edu Dorris Dumas	N	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
22	Quinnipiac University 275 Mount Carmel Ave Hamden, Connecticut 6514 Phone : 203-582-8200 Grace Lavine	N	2
23	Re-hire	N	3
24	Southern Connecticut State University 501 Crescent Street New Haven, Connecticut 6515 Phone : 1-800-448-0661 Email : dunkleej1@southernct.edu Professor Jerry Dunklee	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
25	Station Website 8 Elm Street New Haven, Connecticut 6510 Phone : 203-784-8888 Url : http://www.wtnh.com/ Email : Jesse.Gosselin@wtnh.com Jesse Gosselin	N	4
26	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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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	1/15/2017	Establishment of an intern program designed to assist members of the community	The station hosted 8 interns during the Spring 2017 semester from: University of Connecticut, Southern Connecticut State University, Quinnipiac University, Springfield College, Sacred Heart University, and University of Bridgeport. Hosted 7 interns during Summer 2017 semester from: Quinnipiac University, Connecticut College, Ithaca College, University of Hartford, and University of Michigan. Hosted 5 interns during the Fall 2017 semester from: Southern Connecticut State University and Quinnipiac University.	4	Executive Producer News Director CT Style EP Production Manager
2	6/21/2017	Establishment of training programs for station personnel	The news department held a one-hour webinar for all producers to strengthen their news writing and producing skills. This training provided tools for advancement within the station.	2	News Director Assistant News Director
3	10/5/2017	Participation in events or programs sponsored by educational institutions	A News Anchor/Reporter spoke to journalism students taking a Broadcast Writing class at Quinnipiac University.	1	Anchor/Reporter
4	10/10/2017	Participation in events or programs sponsored by educational institutions	A News Anchor/Reporter and the Chief Photographer spoke with students in a Journalism Class at Sacred Heart Academy in Hamden, CT.	2	Chief Photographer Anchor/Reporter
5	10/16/2017	Participation in Job Fairs	The Business Administrator/HR Manager represented the business unit at the Quinnipiac University 2017 Fall Career Fair.	1	Business Administrator/HR Manager
6	11/3/2017	Participation in Job Fairs	The HR Manager, Director of Marketing and Digital Media, and the Local Sales Manager attended the Hiring Our Heroes VetsRock Hiring Fair for members of the military, veterans, and their family members.	3	Local Sales Manager Director, Marketing & Digital Media HR Manager
7	11/16/2017	Participation in events or programs sponsored by educational institutions	A News Anchor spoke to a Journalism class at Quinnipiac University about news writing.	1	News Anchor

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8	11/27/2017	Participation in Job Fairs	The Business Administrator/HR Manager represented the business unit at the University of New Haven 2017 Fall Career Expo.	1	Business Administrator/HR Manager
9	11/28/2017	Provision of training to management	HR Manager participated in training on the prevention of harassment in the workplace and in all hiring decisions.	1	Business Administrator/HR Manager