

WETM
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 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, 20, 26	1
Account Executive	1, 20, 26	1
Account Executive	1, 20, 26	26
News Producer	12, 20	20
Digital Manager	1, 8, 12, 18	8
Production Assistant	8, 16, 18, 22, 32	18
Reporter/ Multimedia Journalist	2-7, 9-11, 13, 16-17, 19-25, 27-32	27
Reporter/ Multimedia Journalist	2-7, 9-11, 13, 16-17, 19-25, 27-32	32
Weekend Meteorologist/MMJ	2-7, 9-11, 13-14, 16-17, 19-25, 28-32	14
Morning Meteorologist	2-7, 9-11, 13, 16-17, 19-25, 28-32	20
Photographer	2-7, 9-11, 13-17, 19-25, 29-32	14
Integrated Digital Specialist	2-7, 9-13, 15-17, 19-25, 29-32	12

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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	Advertisement-TV	N	4
2	Broome County Community College 907 Upper Front St. Binghamton, New York 13905 Phone : 607-778-5717 Gina Chase Manual Posting	N	0
3	Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-2723 Rebecca Sparrow Manual Posting	N	0
4	Corning Community College 1 Academic Drive Corning, New York 14830 Phone : 607-962-9222 Url : http://www.corning-cc.edu Email : careers@corning-cc.edu Carol Carter	N	0
5	Economic Opportunity Program 650 Baldwin Street Elmira, New York 14901 Phone : 607-734-6174 Email : alewis@cseop.org Anita Lewis	N	0
6	Elmira Business Institute Langdon Plaza 303 North Main St. Elmira, New York 14901 Phone : 607-733-7177 Email : pmorse@ebi.edu Patty Morse	N	0
7	Elmira College 1 Park Place Elmira, New York 14901 Phone : 607-735-1724 Julie Fielding Manual Posting	N	0
8	Employee Referral	N	3

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9	GST BOCES 459 Philo Road Elmira, New York 14903 Phone : 607-795-5320 Email : lroof@gstboces.org Susan Pawlak	N	0
10	Howard University 525 Bryant St. NW Suite 212 Washington, District of Columbia 20059 Phone : 202-806-7513 Email : howardcareerservices@gmail.com Artemis Koger	N	0
11	IATSE Local 289 Local Union At WETM-TV Box 1147 Elmira, New York 14902 Phone : 607-733-1290 Email : dsiskin@stny.rr.com David Siskin	Y	0
12	Internal Promotion	N	3
13	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Caryanne Keenan Manual Posting	N	0
14	Job/Bulletin Board	N	2
15	Manpower 1325 College Avenue Suite 1 Elmira, New York 14901 Phone : 607-734-1503 Email : james.kettell@manpower.com Jim Kettell	Y	0
16	Mansfield University 9 Swan Street Mansfield, Pennsylvania 16993 Phone : 570-662-4914 Email : nlefelho@mansfield.edu Nicole Lefelhoc	N	1

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17	MediaLine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
18	Monster	N	2
19	Natl. Assoc.of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Email : bobbutler7@comcast.net Drew Berry	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
21	NYS Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : info@nysbroadcasters.org Carolyn Jung	N	0
22	NYS Department of Labor 318 Madison Ave. Elmira, New York 14901 Phone : 607-238-5730 Email : labordewselmira@labor.ny.gov Daniel Porter	N	1
23	Onondaga Community College 4585 W. Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2585 Michele Carey Manual Posting	N	0

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24	Peace Inc. 93 Syracuse St. # 700 Baldwinsville, New York 13027 Phone : 315-638-1051 Email : michelle.kasprzak@peace-caa.org Michelle Kasprzak	N	0
25	Penn State University 101 Innovation Blvd. Suite 213h University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : spk17@psu.edu Bob Orndorff	N	0
26	Re-hire	N	1
27	Station's Facebook Page	N	1
28	SUNY Oswego 145 Marano Campus Center Oswego, New York 13126 Phone : 315-312-2255 Email : gary.morris@oswego.edu Gary Morris	N	0
29	Syracuse University 303 University Pl. Suite 235 Syracuse, New York 13244 Phone : 315-443-3616 Email : careers@syr.edu Mike Cahill	N	0
30	Tompkins-Cortland Comm. College 170 North Street P.O. Box 139 Dryden, New York 13053 Phone : 607-844-8222 Email : evenert@tc3.edu Teri Evener	N	0
31	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-237-8073 Mark Holloway Manual Posting	N	0

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32	WETM Web site 101 E. Water St. Elmira, New York 14901 Phone : 607-733-5518 Url : http://www.mytwintiers.com Marci Daniels Manual Posting	N	8
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	3/3/2017	Participation in events or programs sponsored by educational institutions	The Station's Sports Director participated as a guest speaker for a Sports and the Media class at Mansfield University.	1	Sports Director
2	3/9/2017	Participation in events or programs sponsored by educational institutions	A Station Reporter participated in the Career Development Council and Spencer Van-Etten Middle School Career Day. The Reporter spoke to students about jobs in the broadcasting industry.	1	News Reporter
3	3/20/2017	Participation in events or programs sponsored by educational institutions	A Station Reporter participated in the Career Development Council and Waverly Middle School Career Day. The Reporter spoke to students about jobs in the broadcasting industry.	1	News Reporter
4	4/12/2017	Participation in events or programs sponsored by educational institutions	The Station's Sports Director participated as a guest speaker for the Sayre High School Career Day. The Director Spoke to students about jobs in the broadcasting industry.	1	Sports Director
5	5/11/2017	Participation in events or programs sponsored by educational institutions	A Station Reporter participated in the SRU Elementary School Career Day. The Reporter spoke to students about careers in the broadcasting industry.	1	Multimedia Journalist
6	5/17/2017	Participation in other activities designed by the station employment unit	The Station collaborated with a professor from Elmira College to present an experiential learning experience to provide students, enrolled in the Entertainment, Media, Sports Marketing class, with an in-depth look at careers in television marketing and production.	4	General Manager News Director Integrated Digital Specialist News Anchor
7	6/5/2017	Establishment of an intern program designed to assist members of the community	The Station has an established internship program. Internships provide students with real-life work experience in the broadcast industry. The Station hosted 4 interns during the 2017 Summer Semester. Those interns are students from New York University, Corning Community College, SUNY Oswego, and Ithaca College.	2	Sports Director Sports News Reporter

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8	7/5/2017	Participation in other activities designed by the station employment unit	The Station has established a job shadow program, which provides students with an opportunity to observe first hand various broadcast position job requirements and to discuss the knowledge and skills required to pursue such careers. The Station hosted two shadow participants during the Summer and Fall 2017 Semesters. Those participants were from Addison High School and Prattsburgh High School.	3	News Producer Evening Meteorologist Morning Meteorologist