

WWLP / WFXQ-CD
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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
Transactional Account Executive	1-13, 15-19, 23-32, 34-47	30
Television Multi-Media Journalist Reporter	1-13, 15-19, 23-29, 31-32, 34-45, 47	29
Television News Producer	1-19, 23-29, 31-32, 34-45, 47	14
Television Account Executive	1-13, 15-19, 21, 23-29, 31-32, 34-45, 47	21
Digital News Producer	1-13, 15-19, 23-29, 31-32, 34-45, 47	25
Television News Producer	1-13, 15-19, 23-29, 31-32, 34-45, 47	19
Junior Account Executive	1-21, 23-32, 34-45, 47	21
Digital News Producer	1-13, 15-19, 23-29, 31-32, 34-45, 47	44
Television Multi-Media Journalist Reporter	1-5, 7-13, 15-19, 21, 23-29, 31-32, 34-45, 47	21
Meteorologist/Multi-Media Journalist	1-5, 7-13, 15-19, 21, 23-29, 31-32, 34-45, 47	21
Television News Photographer	1-5, 7-13, 15-19, 22-29, 31-32, 34-45, 47	22
Production Assistant Camera	1-5, 7-13, 15-20, 23-29, 31-32, 34-45, 47	20
Client Service Associate	1-5, 7-13, 15-19, 22-29, 31-32, 34-45, 47	22
Television News Producer	1-5, 7-19, 23-29, 31-32, 34-45, 47	14
Meteorologist	1-5, 7-13, 15-19, 21, 23-29, 31-32, 34-45, 47	21
Production Assistant Camera	1-5, 7-13, 15-19, 22-29, 31-32, 34-45, 47	19
Digital News Producer	1-5, 7-13, 15-19, 23-29, 31-32, 34-45, 47	29
Mass Appeal Host/ Producer	1-5, 7-19, 21-29, 31-32, 34-45, 47	22
Television Multi-Media Journalist Reporter	1-5, 7-13, 15-20, 23-29, 31-32, 34-45, 47	20

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Production Assistant Camera	1-5, 7-13, 15-19, 23-29, 31-32, 34-45, 47	19
Digital Multimedia Journalist Reporter	1-5, 7-13, 15-20, 23-32, 34-45, 47	20
Production Assistant Camera	1-5, 7-13, 15-19, 23-29, 31-32, 34-45, 47	19
Television Multi-Media Journalist Reporter	1-5, 7-13, 15-19, 22-29, 31-32, 34-45, 47	22
Television News Producer	1-5, 7-13, 15-20, 23-29, 31-32, 34-45, 47	20
Producer - Mass Appeal	1-5, 7-13, 15-19, 21, 23-29, 31-32, 34- 45, 47	21
Digital News Producer	1-5, 7-13, 15-19, 23-29, 31-32, 34-45, 47	19
Digital News Producer	1-5, 7-19, 23-29, 31-32, 34-45, 47	14
Television News Producer	1-5, 7-19, 22-29, 31-32, 34-45, 47	14
Digital News Producer	1-5, 7-13, 15-16, 18-19, 21, 23-29, 31- 32, 34-45, 47	21
Traffic Assistant	1-5, 7-13, 15-16, 18-19, 23-29, 31-45, 47	33

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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	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone : 413-755-1309 Email : szynal@springfieldregionalchamber.com Diana Szynal	N	0
2	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone : 413-205-3237 Url : www.aic.edu Email : saremicenter@aic.edu Tricia Love-Walsh	N	0
3	Boston University King Center 19 Deerfield Street Boston, Massachusetts 02215 Phone : 617-353-2650 David McDonough Manual Posting	Y	0
4	Brandeis University 415 South Street Waltham, Massachusetts 02454 Phone : 781-736-3614 Angela Chau Manual Posting	Y	0
5	Bristol Community College 777 Elsbree Street Fall River, Massachusetts 02720 Phone : 508-678-2811 Career Services Manual Posting	Y	0
6	Bunker Hill Community College 250 New Rutherford Avenue Boston, Massachusetts 02129 Phone : 617-228-2245 Url : www.bhcc.mass.edu Jacqueline Kiddy 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
7	Careerbuilder.com 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : www.careerbuilder.com Career Builder Job Seeker Manual Posting	N	0
8	CareerPoint 850 High Street Holyoke, Massachusetts 01040 Phone : 413-322-7176 Url : www.careerpointgma.org Robert Wojcik Manual Posting	N	0
9	Center for Human Development 332 Birnie Avenue Spfld, Massachusetts 01107 Phone : 413-733-6624 Url : http://chd.org Fax : 1-413-439-2109 Carol Fitzgeraald	N	0
10	College of Saint Rose 432 Western Avenue St. Joseph Hall - 3rd Floor Albany, New York 12203-1490 Phone : 518-454-5141 Url : www.strose.edu Paula Borkowski Manual Posting	Y	0
11	CT School of Broadcasting Media Park 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Email : joe@gocsb.com Joe Aguiar	Y	0
12	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone : 203-378-5155 Email : jscussell@gocsb.com Josh Scussell	Y	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
13	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	0
14	Employee Referral	N	6
15	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0
16	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Career Services Manual Posting	Y	0
17	Greater Chicopee Chamber of Commerce 264 Exchange Street Chicopee, Massachusetts 01013 Phone : 413-594-2101 Url : www.chicopeechamber.org Email : admin@chicopeechamber.org Bobbi Mabb Prong 2 Ended Date: 9/7/2022	N	0
18	Holyoke Community College 322 Kittredge Business Center 303 Homestead Avenue Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : www.hcc.edu Richard Powers Manual Posting	Y	0

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19	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Paul Forster Manual Posting	N	11
20	Indeed.com	N	8
21	Internal Promotion	N	9
22	Linked In	N	8
23	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Email : lwilliams@mlkjrfs.org Brenda Frye	Y	0
24	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-662-5333 Email : Career@mcla.edu Manat Wooten	Y	0
25	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : www.massbroadcasters.org Jordan Walton Manual Posting	Y	1
26	Monster.com 11845 W. Olympic Blvd. Suit 500 Los Angeles, California 900064 Phone : 310-893-5567 Url : www.monstertrak.com Nichole Scire 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
27	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	Y	0
28	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Kathleen Dohoney Manual Posting	Y	1
29	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
30	Nexstar's Facebook Page	N	3
31	Partners for Community 11-13 Hampden Street Spfld, Massachusetts 01103 Phone : 413-272-2200 Fax : 1-413-731-5399 N/A N/A	Y	0
32	Puerto Rican Veteran's Assoc. 281 Franklin Street Springfield, Massachusetts 01104 Phone : 413-731-0194 Email : bvocofma@gmail.com Gumersino Gomez	Y	0
33	Re-hire	N	1
34	Rhode Island College 600 Mount Pleasant Avenue Providence, Rhode Island 02908 Phone : 401-456-8031 Url : www.ric.edu Linda Kent Davis Manual Posting	Y	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones Manual Posting	N	0
36	South End Citizens Council 549 Main Street Springfield, Massachusetts 01105 Phone : 413-732-5105 Email : angelinasecc@aol.com Fax : 1-413-732-5105 Angelina Florian	Y	0
37	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services	N	0
38	Springfield Tech. Community College Coop. Education/Career Services & Transfer Affairs P.O. Box 9000, Suite 1 Springfield, Massachusetts 01102-9000 Phone : 413-755-4464 Url : www.stcc.edu Email : careerservices@stcc.edu PJ White	N	0
39	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Url : jchaisson-cardenas@commnet.edu Email : JChaisson-Cardenas@commnet.edu John-Paul Chaisson-Cardenas	Y	0
40	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com TVJobs tvjobs 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
41	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Sharon Jefferson Manual Posting	Y	0
42	Urban League of Springfield, Inc. 756 State Street Springfield, Massachusetts 01109 Phone : 413-739-7211 Email : Yfrisby@ULspringfield.org Fax : 1-413-732-9364 Andrew Cade	Y	0
43	Veterans Inc. (ADDED 5/19/17) 1 Federal Street Building 101 Springfield, Massachusetts 01105 Phone : 508-546-1255 Email : christiandiluzio@veteransinc.org Christian DiLuzio	N	0
44	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Deborah Pace Manual Posting	Y	1
45	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Maureen McCartney Manual Posting	Y	0
46	Work Opportunity Center, Inc. P.O. Box 3040 Agawam, Massachusetts 01001 Phone : 413-786-8830 Email : rwwoc@yahoo.com Fax : 1-413-789-6771 Richard Wright	N	0

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47	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

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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	1/24/2022	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations including news, production, sports and weather .</p> <p>The SEU hosted one (1) intern, from Westfield State University, during the 2022 Spring Semester and (1) intern, from University of Massachusetts at Amherst, during the 2022 Summer Semester</p>	2	News Director Business Administrator
2	3/29/2022	Participation in Job Fairs	The SEU participated at the Westfield State University Virtual Job and Internship Career Fair 2022. SEU personnel were able to discuss vacancies at the Stations and in the broadcasting industry.	3	General Manager News Director Business Administrator
3	4/29/2022	Participation in scholarship programs	<p>The SEU actively participates and takes an administrative role in the MBA Student Broadcasters Scholarship Program.</p> <p>During the current reporting period there was one (1) recipient from Harvard University; three (3) recipients from UMass; one (1) recipient from Dean College; one (1) recipient from Suffolk University; two (2) recipients from Emerson College one (1) recipient from University of New Hampshire; one (1) recipient from Penn State University; and one (1) recipient from Ithaca College.</p>	2	General Manager News Director
4	6/25/2022	Participation in scholarship programs	<p>The SEU actively participates and takes an administrative role in the 2022 Valley Press Club Scholarship Program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there was one (1) recipient from Northampton High School.</p>	1	General Manager

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5	11/3/2022	Establishment of training programs for station personnel	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	General Manager News Director Business Administrator Promotions Manager