

WBGH-CD WIVT-DT 2022-2023 Annual EEO Public File Report**EEO PUBLIC FILE REPORT****February 1, 2022 - January 31, 2023**

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" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Building Maintenance Engineer Open Date: 2/21/2022 Hire Date: 7/13/2022	1-7, 9, 11-24	9
Multi-Media Journalist Open Date: 3/14/2022 Hire Date: 4/11/2022	1-9, 11-24	8
DIGITAL PRODUCER Open Date: 4/12/2022 Hire Date: 6/13/2022	1-7, 9, 11-24	3
Account Executive Open Date: 5/9/2022 Hire Date: 8/22/2022	1-7, 9-24	10
Sports Director Open Date: 5/10/2022 Hire Date: 6/6/2022	1-7, 9, 11-24	3
Account Executive Open Date: 6/20/2022 Hire Date: 8/8/2022	1-7, 9, 11-24	9
Account Executive Open Date: 9/8/2022 Hire Date: 1/30/2023	1-7, 9, 11-24	3

WBGH-CD WIVT-DT 2022-2023 Annual EEO Public File Report

EEO PUBLIC FILE REPORT

February 1, 2022 - January 31, 2023

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	Adam Goodman Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : 203-341-0111 Email : AGoodman@GoodsEntertainment.com Fax : 1-801-460-3100 Jobs Editor	Y	0
2	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Jobs Editor	N	0
3	binghamtonhomepage.com 203 Ingraham Hill Rd. Binghamton, New York 13903 Phone : 607-771-3434 Station Website Manual Posting	N	4
4	Broadcast Employment Services TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : jobs@tvjobs.com Job Listing	N	0
5	Broome Tioga Board of Cooperative Educational Services (BOCES) 435 Glenwood Ave Binghamton, New York 13905 Phone : 607-763-3373 Email : lhahl@btboces.org Fax : 1-607-763-3206 Laurie Hahl	Y	0
6	Community Options Inc. 182-184 State Street Binghamton, New York 13901 Phone : 607-722-5971 Email : Jill.LoVuolo@comop.org Fax : 1-607-722-9065 Bill Wagner	Y	0

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7	Cornell University 170 Martha Van Rensselaer Hall Ithaca, New York 14850 Phone : 607-255-5471 Email : jp326@cornell.edu Jobs Editor	N	0
8	Employee Referral	N	1
9	Indeed 6433 Champion Grandview Way Austin, Texas 78750 Phone : 1-800-475-4361 Url : www.Indeed.com Jobs Editor Manual Posting	N	8
10	Linked In	N	1
11	New York State Broadcasters Association 1805 Western Ave Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messenio	N	0
12	New York State Employment Center 2001 Perimeter Road E Suite 3 Endicott,, New York Phone : 607-741-4391 Email : btworks@labor.state.ny.us Fax : 1-607-741-4560 Michael Puglisi	Y	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0

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14	Office of Vocational and Educational services for individuals with disabilities 44 Hawley Street Binghamton, New York 13901 Phone : 607-778-1200 Email : Joseph.Schifano@nysed.gov Fax : 1-607-721-8390 Jobs Editor	Y	0
15	Southern Tier Young Professionals PO Box 3248 Binghamton, New York 13902 Phone : 607-748-6581 Email : styp@styp.org Kimberly Leornard	Y	0
16	SUNY Binghamton PO Box 6000 Binghamton, New York 13902 Phone : 607-777-2553 Email : hirebing@binghamton.edu Jobs Editor	Y	0
17	SUNY Cobleskill Career Development Center St. Rte. 7 Cobleskill, New York 12043 Phone : 518-255-5700 Email : pestadh@cobleskill.edu Jobs Editor	N	0
18	SUNY Newpaltz 1 Hawk Dr New Paltz, New York 12561 Phone : 845-257-7869 Email : careers@newpaltz.edu Jobs Editor	N	0
19	SUNY Plattsburg 118 Angell College Center 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-2071 Email : career@plattsburgh.edu Fax : 1-518-564-5080 Jobs Editor	N	0

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20	SUNY Potsdam 44 Pierrepont Ave Potsdam, New York 13676 Phone : 315-267-2344 Email : hamkl@potsdam.edu Fax : 1-315-267-2342 Karen Hamm	N	0
21	Syracuse University 215 University Place Syracuse,, New York 13244 Phone : 315-443-3946 Email : desmit02@syr.edu Dow Smith	N	0
22	Univ. of Rochester Office of Minority Affairs 310 Morey Hall Rochester, New York 14627 Phone : 585-275-0651 Email : omsa@mail.rochester.edu Fax : 1-585-473-6494 Jobs Editor	N	0
23	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
24	YWCA Vocational / Education Department 80 Hawley Street Binghamton, New York 13901 Phone : 607-723-3330 Email : tbovier@ywcaofbinghamton.org Jobs Editor	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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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	2/1/2022	Establishment of an intern program designed to assist members of the community	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. The SEU hosted three (3) interns, from Columbia University, Malone University, and SUNY Oswego, during the 2022 Summer Semester; and one (1) intern, from SUNY Broome, during the 2022 Fall Semester.	1	News Director
2	2/1/2022	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices including upper-level positions to Community Options, Inc., New York State Broadcasters Association, University of Rochester Office of Minority Affairs and YWCA Vocational/Education Department.	1	General Manager
3	9/8/2022	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with the Greater Binghamton Chamber of Commerce. The SEU provided financial, administrative, and advertising resources. The SEU personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.	2	General Manager Promotion Manager
4	1/6/2023	Provision of training to management	The 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.	5	General Manager News Director Director of Sales and Local Sales Manager Promotion Manager