

WTEN-TV
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 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
Multimedia Journalist Reporter	1-2, 5, 7, 9-11, 15, 17-23, 25-28, 30-31	15
Sales Account Executive	1-2, 5, 7, 9-11, 17-23, 25-28, 30-31	19
IT Systems Technician	1-2, 4-5, 7, 9-11, 17-23, 25-28, 30-31	19
News Producer	1-2, 5, 7, 9-11, 15, 17-23, 25-28, 30-31	15
News Photographer/Editor	1-2, 5, 7, 9-12, 15-23, 25-28, 30-31	16
News Producer	1-2, 4-5, 7, 9-11, 15, 17-23, 25-28, 30-31	10
News Reporter/Anchor	1-2, 5, 7, 9-13, 17-23, 25-28, 30-31	12
Sports Reporter/Anchor	1-2, 5, 7, 9-11, 17-28, 30-31	19
Commercial Producer	1-2, 5, 7-11, 17-23, 25-28, 30-31	19
News Producer	1-2, 5, 7-11, 15, 17-23, 25-28, 30-31	8
Operations Technician	1-2, 5, 7, 9-12, 17-23, 25-28, 30-31	12
Digital News Producer	1-2, 5-7, 9-11, 17-23, 25-31	19
Photographer/Editor	1-2, 5, 7-11, 17-23, 25-28, 30-31	8
Station Operations Manager	1-2, 5, 7, 9-12, 17-23, 25-28, 30-31	19
Digital News Producer1	1-2, 5, 7, 9-11, 15-23, 25-28, 30-31	16
Assignment Desk Editor	1-2, 5, 7, 9-12, 17-23, 25-28, 30-31	11
News Producer	1-2, 5, 9-11, 15, 17-23, 25-28, 30-31	15
Account Executive III, Sales	1-2, 5, 7, 9-11, 17-23, 25-28, 30-31	19
Multimedia Journalist Reporter	1-2, 5, 7, 9-11, 15, 17-23, 25-28, 30-31	15
Technical Media Operator	1-2, 5, 7, 9-11, 17-23, 25-28, 30-31	10
Technical Media Operator	1-2, 5, 7-11, 17-23, 25-28, 30-31	19
Traffic Assistant	1-2, 5, 7, 9-11, 17-23, 25-28, 30-31	19
Chief Engineer	1-3, 5, 7, 9-11, 17-23, 25-28, 30-31	3

Nexstar did not actively distribute job vacancy notices to Career Builder.com and Indeed.com. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Please note that RS #3/Broadcast Engineering has indicated they only want to be sent vacancy information for engineering positions at the Station.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technical Media Operator	1-2, 5, 7-11, 17-23, 25-28, 30-31	10
Digital Content Producer	1-2, 5, 7-11, 17-23, 25-28, 30-31	8
Photographer 1, News	1-2, 5, 7-11, 17-23, 25-28, 30-31	8
News Anchor	1-2, 5, 7-12, 14, 17-23, 25-28, 30-31	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albany Chamber - JobZone 5 Computer Drive South Albany, New York 12205 Phone : 518 431 1400 Url : http://albany.myjobzone.net/index.asp Lindsay Heller Manual Posting	N	0
2	Boston University 100 Bay State Road Boston, Massachusetts Url : http://www.bu.edu/careers/ Eleanor Cartelli Manual Posting	N	0
3	BroadcastEngineering.com 28 East 28th Street 12th floor New York, New York 10016 Phone : 312 840 8436 Url : http://www.tvtechnology.com/index Jobs Listing Manual Posting	N	2
4	CareerBuilder.com	N	2
5	College Of St. Rose 432 Western Avenue ALBANY, New York 12204 Phone : 5184545141 Url : strose.edu Megghan Holz Manual Posting	Y	0
6	Educational Institution	N	1
7	Emerson College Boylston and Tremont streets Boston, Massachusetts Url : http://www.emerson.edu/careers-internships Blaine Butler Manual Posting	N	1
8	Employee Referral	N	10

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9	fox23news.com 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 2692 Url : http://www.fox23news.com John Rizzo Manual Posting	N	0
10	Indeed.com 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com Jobs Listing Manual Posting	N	26
11	Internal Memo 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 4299 Url : http://www.news10.com Christine Kimball Manual Posting	N	4
12	Internal Promotion	N	7
13	Intracompany Transfer	N	1
14	ITT Technical Institute 100 Sheridan Ave Albany, New York 12210 Phone : 518-303-2985 Aric Aery Manual Posting	N	0
15	Linked In	N	11
16	New School Radio & TV 50 Colvin Ave Albany, New York 12206 Phone : 518 438 7682 Url : http://www.thenewschool.us/ Email : CTaylor@Newschoolalbany.edu Cathy Taylor	N	2

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17	New York State Job Bank (NYS DOL) Harriman Campus, Building 12 Room 436 Albany, New York 12240 Phone : 518 457 1504 Url : https://newyork.us.jobs/secure/emplogin.asp Brian Suedkamp Manual Posting	N	0
18	news10.com 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 2692 Url : http://www.news10.com Courtney Ward Manual Posting	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	27
20	Radio,Television, Digital News Association 529 14th Street, NW, Suite 1240 Washington, District of Columbia 20045 Url : http://rtdna.org/ Mike Cavender Manual Posting	N	0
21	Saratoga Chamber - JobZone 28 Clinton St. Saratoga Springs, New York 12866 Phone : 518 584 3255 Url : http://www.saratoga.org/saratoga-county-chamber-of Bridget Devaney Manual Posting	N	0
22	Siena College Spring Career & Intern Fair Route 9 Loudonville, New York 12211 Phone : 518 783 2339 Url : https://siena-csm.symplicity.com/employers/ Ashley Dwyer Manual Posting	N	1

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23	Smartrecruiters.com 56 Tehama Street San Francisco, California 94105 Phone : 800-517-1148 Url : http://www.smartrecruiters.com Jobs Listing Manual Posting	N	0
24	State/Local Employment Agency	N	1
25	SUNY Albany 1400 Washington Street Albany, New York 12222 Phone : 518 442 5515 Url : http://www.albany.edu/career/employer/employer.sht Joe Aini Manual Posting	N	0
26	SUNY Empire State College One Union Ave Saratoga Springs, New York 12866 Phone : 518-587-2100 Url : https://app.purplebriefcase.com/pb/dashboard/ Anita Brown Manual Posting	N	0
27	Syracuse University Newhouse School 215 University Pl Syracuse, New York Url : http://newhouse.syr.edu/career-development/employe Bridget Lichtinger Manual Posting	N	0
28	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 800 374 0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	0
29	University at Albany Spring Job & Internship Fair 1400 Washington Street Albany, New York 12222 Phone : 518 437 3911 Url : http://www.albany.edu/career/employer/careerfairs . Stephanie Carson	N	1

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30	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
31	Ziprecruiter 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Phone : 3233024540 Seth Taute Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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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	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices to the New York State Job Bank in an effort to post all upper-level category openings to its community.	1	Business Administrator
2	3/1/2021	Participation in Job Fairs	The station participated in a virtual career fair at the University at Albany Spring Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Administrator News Director
3	4/8/2021	Participation in Job Fairs	The station participated in a virtual career fair at the Dr. King Career Fair that is sponsored by New York State Department of Labor. Station personnel were able to meet with students over a virtual link created by the New York State Department of Labor and discuss vacancies at the Stations and in the broadcasting industry.	3	News Director Business Administrator Chief Engineer
4	4/20/2021	Participation in events or programs sponsored by educational institutions	The Station participated in a college outreach event sponsored by New York State Broadcasters Association, Inc. Station personnel discussed vacancies at the Stations and in the broadcast industry.	1	Director of Sales
5	10/13/2021	Participation in Job Fairs	The station participated in a career fair at the Oswego State College Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
6	1/5/2022	Provision of training to management	The Station 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.	13	News Director Business Administrator General Manager Director of Production