

WCTX, WTNH
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Meteorologist/MMJ	1-7, 9-11, 14, 17, 19, 21, 25-28	14
Senior Account Executive, WTNH/WCTX Television	2-11, 17-19, 21, 25-28	8
Marketing & Sales Coordinator	2-7, 9-11, 13, 17-19, 21, 25-28	13
Marketing & Sales Coordinator	2-7, 9-11, 13, 17-19, 21, 25-28	13
News Producer	2-7, 9-11, 14, 16-17, 19-21, 23-28	14
News Producer	2-7, 9-11, 14, 16-17, 19-21, 23-28	23
News Producer	2-7, 9-11, 14, 16-17, 19-21, 23-28	16
News Producer	2-7, 9-11, 14, 16-17, 19-21, 23-28	24
Studio Technician	2-7, 9-11, 13, 17, 19, 21-22, 25-28	13
Online Content Producer	2-7, 9-11, 13, 17, 19-22, 25-28	13
Digital Video Editor - News	2-9, 11, 13, 17, 19-22, 25-28	8
Digital Content Producer	2-11, 13, 16-17, 19, 21, 25-28	8
Digital Content Producer	2-11, 13, 16-17, 19, 21, 25-28	13
Lifestyle Multimedia Journalist (MMJ) - Full Time	2-14, 17, 19, 21, 25-28	13
News Producer	2-7, 9-13, 15-17, 19, 21, 23, 25-28	23
Reporter/Multimedia Journalist	2-12, 14, 19, 21, 25-28	27

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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	American Meteorological Society 45 Beacon St. Boston, Massachusetts 02108-3693 Phone : 202-355-9818 Url : https://www.ametsoc.org Paul Higgins Manual Posting	N	0
2	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
3	Capital Community College 950 Main Street Hartford, Connecticut 06103 Phone : 860-906-5107 Email : KSchlossberg@ccc.commnet.edu Karen Schlossberg	N	0
4	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6050 Phone : 860-832-2078 Email : Ritzenhoffk@ccsu.edu Dr. Karen Ritzenhokk	N	0
5	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
6	Collegiate Broadcasters 90 South Park St Willimantic, Connecticut 6226 Phone : 860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0

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7	Eastern Connecticut State University 830 Windham Street Willimantic, Connecticut 6226 Phone : 860-465-5000 Email : careers@easternct.edu Job Bank	N	0
8	Employee Referral	N	9
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 Eilla T Grasso Blvd New Haven, Connecticut 06510 Phone : 203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	Y	0
12	Holy Nation Tabernacle 31 Sperry St New Haven, Connecticut 06511 Phone : (203) 773-9315 Email : HolyNationTab@gmail.com Mary Walton	Y	0
13	Indeed.com	N	16
14	Intracompany Transfer	N	4
15	Job Fair	N	1
16	Linked In	N	3

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17	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
18	MediaRecruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediarecruiter.com Art Scott Manual Posting	N	0
19	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 410-580-5777 Email : Doris.Dumas@yale.edu Dorris Dumas	N	0
20	NewsCheckMedia LLC 24 West Lancaster Ave., Suite 205 Ardmore, Pennsylvania 19003 Phone : 610.420.6003 Url : https://tvnewscheck.com/jobs/ Patty Hersh Manual Posting	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	4
22	Nexstar's Facebook Page	N	6
23	Professional/Industry Trade Organization	N	2
24	Re-hire	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	Southern Connecticut State University 501 Crescent Street New Haven, Connecticut 6515 Phone : 1-800-448-0661 Email : dunkleej1@southernct.edu Professor Jerry Dunklee	N	0
26	Station Website 8 Elm Street New Haven, Connecticut 6510 Phone : 203-784-8888 Url : http://www.wtnh.com/ Jesse Gosselin Manual Posting	N	1
27	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	1
28	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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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	1/20/2019	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 9 interns during the Spring 2019 semester from: Quinnipiac University (4), Southern Connecticut State University (2), Albertus Magnus College, Fairfield University, and Western Connecticut State University.</p> <p>The SEU hosted 11 interns during Summer 2019 semester from: Hofstra University, Roger Williams University, the University of Connecticut (2), Eastern Connecticut State University, The College of New Rochelle, Quinnipiac University, Syracuse University, Western Connecticut State University (2), and Southern Connecticut State University.</p> <p>The SEU hosted 3 interns during the Fall 2019 semester from: Quinnipiac University (2), and Sacred Heart University.</p>	11	Producer/Internship Coordinator News Director Assistant News Director Production Manager
2	2/27/2019	Participation in Job Fairs	The SEU participated at the 2019 Spring School of Communications Career and Internship Fair at Quinnipiac University in Hamden, CT. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
3	4/9/2019	Participation in other activities designed by the station employment unit	SEU personnel hosted a group of students from Hillhouse High School who are part of Key Bank's Workplace Mentoring Program. SEU personnel met with students and their adult mentors to discuss opportunities in the broadcasting and digital media industry.	4	Promotions Producer News Director Chief Engineer Production Manager

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4	4/24/2019	Participation in Job Fairs	The SEU participated at the 2019 Spring School of Communications Career and Internship Fair at the University New Haven. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Administrator News Director
5	5/10/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at Advisory Days for the New Haven Adult Education Center, held at the University of New Haven. They spoke to the class about effective communication skills, careers in journalism and broadcasting.	2	News Anchor News Photojournalist
6	8/8/2019	Participation in Job Fairs	The SEU participated at the 2019 NABJ Convention & Career Fair in Miami, FL. SEU personnel met with journalist and to discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
7	11/1/2019	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with Liberty Bank, Pilgrim Furniture, Subway, and Bozzuto's Inc.. The SEU provided administrative and advertising resources. SEU personnel were able to meet with individuals from the community and discuss vacancies at the SEU and in the broadcasting industry.	3	Local Sales Manager Account Executive Promotions Producer Account Executive
8	11/11/2019	Participation in Job Fairs	The SEU participated at the 2019 Fall Career and Internship Fair at Southern Connecticut State University. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Producer/Internship Coordinator News Director