

WCTX, WTNH
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Producer	1-9, 11-14, 16, 18, 20-33	16
Assignment Editor (Part time)	1-9, 11-14, 16, 18-33	16
Producer	1-9, 11-14, 16, 18, 20-33	16
Middletown Newsroom Reporter	1-9, 11-14, 16, 18-33	16
Producer	1-14, 18-33	10
Reporter/Multimedia Journalist	1-9, 11-14, 18-33	19
Assignment Desk Editor	1-9, 11-14, 18-33	19
Digital Executive Producer	1-9, 11-14, 17-33	17
Photographer	1-9, 11-14, 17-33	17
Assignment Desk Editor	1-9, 11-14, 18-33	19
News Producer I	1-9, 11-14, 18-33	19
Managing Editor	1-14, 18-33	10
Digital Site Producer	1-14, 18, 20-33	10
Chief Photographer	1-9, 11-14, 16, 18, 20-33	16
Photographer	1-9, 11-15, 18-33	19

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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	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	Connecticut School of Broadcasting 80 Ferry Blvd. Stratford, Connecticut 06497 Phone : 203-378-5155 Url : https://www.gocsb.com/locations/stratford-connecti Tim Clark Manual Posting	N	0
8	CT School of Broadcasting 130 Birdseye Road Farmington, Connecticut 06063 Phone : 860-232-9988 Url : https://www.gocsb.com/locations/hartford-connectic Renee Falcone Manual Posting	N	0
9	Eastern Connecticut State University 830 Windham Street Willimantic, Connecticut 6226 Phone : 860-465-5000 Email : careers@easternct.edu Job Bank	N	0
10	Employee Referral	N	5
11	Fairfield University Career Planning Dolan Hall Fairfield, Connecticut 06430 Phone : 203-254-4081 Judy OShea Manual Posting	N	0
12	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 6601 Phone : 800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
13	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

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14	Holy Nation Tabernacle 31 Sperry St New Haven, Connecticut 06511 Phone : (203) 773-9315 Email : HolyNationTab@gmail.com Mary Walton	N	0
15	Indeed.com	N	2
16	Internal Promotion	N	5
17	Intracompany Transfer	N	2
18	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	0
19	Linked In	N	19
20	mediabistro 825 Eighth Avenue, 29th Floor New York, Nebraska 10019 Phone : 212-493-4100 Url : www.mediabistro.com Iman Edwards Manual Posting	N	0
21	MediaRecruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediarecruiter.com Art Scott Manual Posting	N	0
22	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 410-580-5777 Email : Doris.Dumas@yale.edu Dorris Dumas	N	0

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23	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Job Bank Manual Posting	N	0
24	New Haven Adult & Continuing Education Center 275 Mount Carmel Avenue Hamden, Connecticut 06518 Phone : 2035828358 Url : https://www.qu.edu/contact-us/ Email : lcarney@qu.edu Lila Carney	Y	0
25	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
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
27	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis , Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Rick Gevers Manual Posting	N	0
28	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org Scott Jones Manual Posting	N	0

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29	Southern Connecticut State University 501 Crescent Street MO 202C New Haven, Connecticut 6515 Phone : 12033925791 Email : simoneauc1@southernct.edu. Cindy Simoneau	Y	0
30	Station Website 8 Elm Street New Haven, Connecticut 6510 Phone : 203-784-8888 Url : http://www.wtnh.com/ Jesse Gosselin Manual Posting	N	0
31	Temple University Klein College of Media and Communication 2020 N 13th St. Philadelphia, Pennsylvania 19122 Phone : 215-204-6160 Url : https://klein.temple.edu/ Steven Rudenstein Manual Posting	N	0
32	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	0
33	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:			33

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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	5/8/2023	Participation in scholarship programs	<p>The SEU participated in an established scholarship program that assist students interested in pursuing a career in Broadcasting. The SEU sat on a Committe to go through each applicant to decide which student(s) were best qualified to receive the 2023 CBA Scholarship.</p> <p>During the current reporting term, there were six (6) recipients from Dean College, UConn, Ermerson College, Syracuse/Emmanuel College and Newhouse school.</p>	2	HR BA GM
2	Ongoing Event	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 and sports.</p> <p>The SEU hosted 3 (three) interns from the University of Connecticut, Quinnipiac and Sacred Hearts University during the 2023 "Spring Semester and four (4) interns from the University of Connecticut, Fordham Univesity, Cornell and Western Connecticut University during the 2023 Summer Semester.</p>	3	HR BA News Director producer
3	10/13/2023	Participation in Job Fairs	<p>The SEU participated in the Plainville High School Career fair.</p> <p>SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.</p>	2	HR BA Anchor
4	11/15/2023	Participation in events sponsored by organizations representing the community	SEU participated in "The Big Connect" job and industry exp. Hiring managers wer abele to meet indiduals from the community and discuss cacancies at the station and in the broadcasting industry.	5	HR BA Sales Director Sales Manager Digital Manager

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5	11/21/2023	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.	13	HR BA General Manager Sales Director News Director