

**WWLP / WFXQ-CD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

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
Junior Account Executive	1-9, 11-18, 20-24, 28-41, 43-64	28
Digital Sales Manager	1-7, 11-12, 14-17, 19-24, 26, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	26
Television Account Executive	1-7, 11-12, 14-17, 19-25, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	25
Television Account Executive	1-7, 9, 11-12, 14-17, 19-24, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	24
Digital Multimedia Journalist Reporter	1-7, 11-12, 14-17, 20-24, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	28
Junior Account Executive	1-7, 11-12, 14-17, 20-24, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	38
Meteorologist	1-7, 11-12, 14-17, 19-24, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	38
Television Weekend Morning News Producer	1-6, 11-12, 14-17, 20-25, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	25
Producer - Mass Appeal	1-6, 11-12, 14-17, 20-24, 26, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 64	26
Television News Producer	1-6, 11-12, 14-17, 20-24, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	38
Promotion Producer/Editor	1-6, 11-12, 14-17, 20-26, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 62, 64	25
Television Account Executive	1-6, 11-12, 14-17, 20-24, 26, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 64	26
Television Account Executive	1-6, 11-12, 14-17, 20-24, 26, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 64	26

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

Recruiting Source #6/Bunker Hill Community College was deleted on 10/15/2021; RS #62/Work Opportunity Center, Inc was deleted on 4/22/2021

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital News Producer	1-6, 11-12, 14-17, 20-24, 27, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 64	27
Production Assistant Camera	1-6, 11-12, 14-17, 20-24, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 64	38
Television News Photographer	1-6, 10-12, 14-17, 20-24, 28, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 64	38
Promotion Producer/Editor	1-6, 9, 11-12, 14-17, 19-24, 26, 30-33, 37-38, 40-41, 43, 47-50, 52-54, 56-59, 64	38
Television News Photographer	1-6, 11-12, 14-17, 20-24, 30-33, 37-38, 40-43, 47-50, 52-54, 56-59, 64	42

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone : 413-755-1309 Fax : 1-413-755-1322 Nancy Creed	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  Prong 2 Ended Date: 10/15/2021	N	0

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7	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone : 413-747-0204 Email : teresa.forte@cambridgecollege.edu Terri Forte	N	0
8	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Career Services Manual Posting	N	0
9	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	3
10	CareerBuilder.com	N	1
11	CareerPoint 850 High Street Holyoke, Massachusetts 01040 Phone : 413-322-7176 Url : www.careerpointgma.org Robert Wojcik Manual Posting	N	0
12	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
13	College Career Ctrs of Western Mass JOB FAIR 291 springfield Street Chicopee, Massachusetts 01013 Phone : 413-265-2272 Url : www.cccwmjobs.com Email : careers@elms.edu Nancy Davis	N	0

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14	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
15	CT School of Broadcasting Media Park 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Email : joe@gocsb.com Joe Aguiar	Y	0
16	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone : 203-378-5155 Email : jscussell@gocsb.com Josh Scussell	Y	0
17	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	0
18	Emmy Online National Academy of Television Arts & Sciences 1697 Broadway, Suite #404 New York, New York 10019 Phone : 212-586-8424 Url : www.emmyonline.org Email : ppillitteri@emmyonline.tv Paul Pillitteri	N	0
19	Employee Referral	N	5
20	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Career Services Manual Posting	Y	0
22	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	Y	0
23	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
24	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Paul Forster Manual Posting	N	2
25	Indeed.com	N	4
26	Internal Promotion	N	9
27	Intracompany Transfer	N	1
28	Linked In	N	18
29	Lost Remote-Mediabistro 825 8th Avenue, 29th floor New York, New York 10019 Phone : 212-389-2000 Email : sales@mediabistro.com Lost Remote Mediabistro	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Email : lwilliams@mlkjrfs.org Brenda Frye	Y	0
31	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-662-5333 Email : Career@mcla.edu Manat Wooten	Y	0
32	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : www.massbroadcasters.org Jordan Walton Manual Posting	Y	0
33	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	Y	0
34	NAMIC (ADDED 11/20/15) 50 Broad Street Suite 1801 New York, New York 10004 Phone : 212-594-5985 Url : www.namic.com Susan Waldman Manual Posting	N	0
35	National Alliance of State Broadcasters (ADDED 3/1/16) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzan Strong Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
36	New England Business Associates 66 Industry Avenue Suite 11 Springfield, Massachusetts 01104 Phone : 413-272-5562 Url : www.nebaworks.com Email : kahntapaht.sukhumhaadthaneai@nebaworks.com Kahntapaht Sukhumhaadthaneai	N	0
37	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Kathleen Dohoney Manual Posting	Y	0
38	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12
39	Our Lady of the Elms College 291 Springfield Street Chicopee, Massachusetts 01013 Phone : 413-265-2272 Phyllis Williams-Thompson Manual Posting	N	0
40	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
41	Puerto Rican Veteran's Assoc. 281 Franklin Street Springfield, Massachusetts 01104 Phone : 413-731-0194 Email : bvocofma@gmail.com Gumersino Gomez	Y	0
42	Re-hire	N	1



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43	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
44	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Career Services Manual Posting	N	0
45	Rutgers University 249 University Avenue Newark, New Jersey 07102 Phone : 848-445-7287 Url : www.rutgers.edu Mary Beth Kimberlin Manual Posting	N	0
46	Salem State University 352 Lafayette Street Ellison Campus Center Salem, Massachusetts 01970 Phone : 978-542-6407 Lisa Morency Manual Posting	N	0
47	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
48	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

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49	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services	N	0
50	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
51	SUNY New Paltz 1 Hawk Drive New Paltz, New York 12561 Phone : 845-257-3265 Email : dalyc@newpaltz.edu Christine Daly	N	0
52	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.commnet.edu Kim James	Y	0
53	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
54	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Sharon Jefferson Manual Posting	Y	0

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55	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 06105 Phone : 860-527-0147x263 Fax : 1-860-244-0794 Thomas Clarke, II	N	0
56	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
57	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
58	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Deborah Pace Manual Posting	Y	0
59	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Maureen McCartney Manual Posting	Y	0
60	Westfield State University - JOB FAIR 577 Western Avenue P.O. Box 1630 Westfield, Massachusetts 01086 Phone : 413-572-5206 Url : www.westfield.ma.edu Email : jserra@westfield.ma.edu Jennifer Serra	N	0

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61	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone : 413-597-3019 Kristen McCormack Manual Posting	N	0
62	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  Prong 2 Ended Date: 4/22/2021	N	0
63	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-377-2240 Url : www.wwlp.com Sue Frenette Manual Posting	N	0
64	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>56</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/15/2021	Participation in scholarship programs	The SEU actively participates and takes an administrative role in the 2021 Valley Press Club Scholarship Program.  This years recipient was from West Springfield High School.	1	General Manager
2	3/22/2021	Participation in Job Fairs	The SEU participated at Massachusetts Broadcasters Association Virtual Job Fair. SEU personnel were able to meet with individuals to discuss careers and job opportunities at the station and in the broadcasting industry.	2	News Director Business Administrator
3	4/8/2021	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.	4	General Manager Production Manager News Director Promotions Manager
4	7/14/2021	Participation in scholarship programs	The SEU actively participates and takes an administrative role in the MBA Student Broadcaster Scholarship Program.  This years recipients was from University of New Hampshire(1), Emerson College (3), Merrimack College (2), Lasell University(1), UMASS (2), and Dean College (1), Harvard University (1)	2	General Manager News Director
5	9/13/2021	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 Station hosted one (1) intern, from the 2021 Massachusetts Broadcasters Association Paid Internship Program, during the 2021 Fall Semester.	2	News Director Production Manager