

**WWLP**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - December 1, 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
Investigative Journalist	1-2, 4-11, 13-15, 17-20, 22-29, 33, 36-46, 48-56, 58-61, 63-72, 74-76, 78	50
Account Executive	1-2, 4-11, 13-15, 17-20, 22-23, 25-29, 36-46, 48-49, 51-56, 58-61, 63-72, 74-76, 78	76
News Producer	1-2, 4-11, 13-15, 17-23, 25-29, 37-46, 48, 53-61, 63, 65-68, 70-72, 74, 76-78	21
Master Control Operator	1-15, 17, 19-20, 22-23, 25-29, 36-42, 44-46, 48-49, 51, 53-61, 63, 65-72, 74-77	29
Digital Sales Manager	1-11, 13-15, 17, 19-20, 22-30, 34, 36-42, 44-46, 48-49, 51, 53-61, 63, 65-72, 74-77	24
Multi-Media Journalist/Anchor	1-2, 4-15, 17, 19-20, 22-23, 25-29, 31, 36-42, 44-46, 48-49, 51-61, 63, 65-77	31
Master Control Operator	1-2, 4-11, 13-15, 17-20, 22-23, 25-29, 36-42, 44-46, 48-49, 51-59, 61-63, 65-77	62
Digital News Producer	1-2, 4-11, 13-14, 17-20, 22-29, 36-42, 44-46, 48-49, 51-61, 63, 65-77	24
Photo/Editor/Live Truck Operator	1-2, 4-11, 13-14, 17, 19-20, 22-23, 25-30, 34, 36-42, 44-46, 48-49, 51-61, 63, 65-77	30
Junior Account Executive	1-11, 13-14, 17, 19-20, 22-23, 25-26, 28-30, 36-42, 44-51, 53-61, 63, 65-77	3
News Anchor Reporter	1-2, 4-11, 13-15, 17, 19-20, 22-26, 28-29, 36-42, 44-46, 48-49, 51, 53-61, 63, 65-68, 70-77	24
Mass Appeal Host/ Producer	1-2, 4-11, 13-15, 17, 19-20, 22-23, 25-26, 28-29, 36-42, 44, 46, 48-49, 51-61, 63, 65-77	76
Photographer/Editor/Live Truck Operator (PT)	1-11, 13-30, 34, 37-42, 44-46, 48-49, 51, 53-61, 63, 65-77	34
Creative Services Assistant	1-2, 4-11, 13-14, 16-20, 22-23, 25-29, 31-32, 36-42, 44-46, 48-49, 51, 53-61, 63, 65-67, 69-77	31

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Traffic Assistant	1-2, 4-11, 13-14, 16-20, 22-23, 25-31, 36-42, 44-46, 48-49, 51, 53-61, 63, 65-67, 69-77	30
Digital Account Executive	1-2, 4-11, 13-14, 16-17, 19-20, 22-23, 25-30, 36-42, 44-46, 48-49, 51, 53-60, 63, 65-77	30
News Producer	1-2, 4, 6-11, 13-14, 16-17, 19-23, 25-29, 35-42, 44-46, 48-49, 51, 53-61, 63, 65-77	21
Digital News Producer	1-2, 4, 6-11, 13-14, 16-17, 19-23, 25-29, 35-42, 44-46, 48-49, 51, 53-61, 63, 65-77	21
Promotion Producer/Editor	1-2, 4, 6-11, 13-14, 16-20, 22-23, 25-31, 35-42, 44-46, 48-49, 51, 53-61, 63, 65-77	31
Production Assistant Camera	1-2, 4-11, 13-14, 16-17, 19-20, 22-23, 25-29, 35-42, 44-46, 48-49, 51, 53-61, 63, 65-77	76
Multi-Media Journalist	1-2, 4, 6-11, 13-17, 19-20, 22-23, 25-29, 31, 35-42, 44-46, 48-49, 51, 53-61, 63, 65-77	31
HUB Master Control Manager	1-2, 4, 6-11, 13-14, 16-17, 19-20, 22-23, 25-29, 31, 35-42, 44-46, 48-49, 51, 53-61, 63, 65-77	31
News Producer	1-2, 4, 6-11, 13-14, 16-17, 19-20, 22-23, 25-29, 35-42, 44-46, 48-49, 53-61, 63, 65-77	29
Television News Photographer	1-2, 4, 6-11, 13-14, 16-17, 19-20, 22-29, 35-38, 40-42, 44-46, 48-49, 51, 53-59, 61, 63, 65-77	24
Television News Photographer	1-2, 4, 6-11, 13-14, 16-17, 19-20, 22-23, 25-29, 35-38, 40-42, 44-46, 48-49, 51, 53-61, 63, 65-77	29
Anchor Reporter	1-2, 4, 6-11, 13-17, 19-20, 22-23, 25-29, 31, 35-38, 40-42, 44-46, 48-49, 51, 53-61, 63, 65-77	31

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi-Media Journalist	1-2, 4, 6-11, 13-17, 19-20, 22-23, 25-29, 31, 35-38, 40-42, 44-46, 48-49, 51, 53-61, 63, 65-77	31
Senior HUB Engineer	1-2, 4, 6-11, 13-14, 16-17, 19-20, 22-23, 25-29, 35-42, 44-46, 48-49, 51, 53-61, 63, 65-77	29
Studio Technician	1-2, 4, 6-11, 13-14, 16-17, 19-20, 22-29, 31, 35-38, 40-42, 44-46, 48-49, 51, 53-59, 61, 63, 65-77	31

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

<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>
I	602 Communications IOI I Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone: 919-217-4438 Graeme Newell Manual Posting	N	0
2	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone: 413-755-1309 Fax: 1-413-755-1322 Nancy Creed	N	0
3	Advertisement-Print	N	4
4	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone: 413-205-3237 Uri : www.aic.edu Email : saremicenter@aic.edu Tricia Love-Walsh	Y	0
5	Bay Path College Blake Student Commons-Lower Level 588 Longmeadow Street Longmeadow, Massachusetts 01106 Phone: 413-565-1049 Email : careers@baypath.edu Caitlin Anable	Y	0
6	Boston University King Center 19 Deerfield Street Boston, Massachusetts 02215 Phone : 617-353-2650 David McDonough Manual Posting	y	0
7	Brandeis University 415 South Street Waltham, Massachusetts 02454 Phone: 781-736-3614 Angela Chau 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>
8	Bristol Community College 777 Elsbree Street Fall River, Massachusetts 02720 Phone : 508-678-2811 Career Center Manual Posting	N	0
9	Bunker Hill Community College 250 New Rutherford Avenue Boston, Massachusetts 02129 Phone : 617-228-2245 Uri: www.bhcc.mass.edu Jacqueline Kiddy Manual Posting	y	0
10	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone: 413-747-0204 Email : teresa.forte@cambridgecollege.edu Terri Forte	y	0
11	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Career Services Manual Posting	y	0
12	Careerbuilder.com 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone: 866-438-1485 Uri : www.careerbuilder.com Career Builder Job Seeker Manual Posting	N	1
13	CareerPoint 850 High Street Holyoke, Massachusetts 01040 Phone: 413-322-7176 Uri : www.careerpointgma.org Robert Wojcik 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>
14	Center for Human Development 332 Birnie Avenue Spfld, Massachusetts 01107 Phone: 413-733-6624 Uri : <a href="http://chd.org">http://chd.org</a> Fax: 1-413-439-2109 Carol Fitzgeraald	N	0
15	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone: 813-254-9695 Uri : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Michael Bille Manual Posting	N	0
16	College Career Ctrs of Western Mass JOB FAIR 291 springfield Street Chicopee, Massachusetts 01013 Phone : 413-265-2272 Uri : <a href="http://www.cccwmjobs.com">www.cccwmjobs.com</a> Email : <a href="mailto:careers@elms.edu">careers@elms.edu</a> Nancy Davis	N	0
17	College of Saint Rose 432 Western Avenue St. Joseph Hall - 3rd Floor Albany, New York 12203-1490 Phone: 518-454-5141 Uri : <a href="http://www.strose.edu">www.strose.edu</a> Paula Borkowski Manual Posting	y	0
18		N	0
19	CT School of Broadcasting Media Park 130 Birdseye Road Farmington, Connecticut 06032 Phone: 860-677-7577 Email : <a href="mailto:joe@gocsb.com">joe@gocsb.com</a> Joe Aguiar	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>
20	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone: 203-378-5155 Email : jscussell@gocsb.com Josh Scussell	y	0
21	Educational Institution	N	4
22	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone: 617-824-8730 Kara Jessup Manual Posting	y	0
23	Emmy Online National Academy of Television Arts & Sciences 1697 Broadway, Suite #404 New York, New York 10019 Phone: 212-586-8424 Uri : www.emmyonline.org Email : ppillitteri@emmyonline.tv Paul Pillitteri	N	0
24	Employee Referral	N	8
25	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	y	0
26	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone: 617-236-8838 Uri : www.fisher.edu Career Services Manual Posting	y	0
27	Greater Chicopee Chamber of Commerce 264 Exchange Street Chicopee, Massachusetts 01013 Phone: 413-594-2101 Uri : www.chicopeechamber.org Email : admin@chicopeechamber.org Bobbi Mabb	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>
28	Holyoke Community College 322 Kittredge Business Center 303 Homestead Avenue Holyoke, Massachusetts 01040 Phone : 413-552-2361 Uri : www.hcc.edu Richard Powers Manual Posting	y	0
29	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone: 203-328-2691 Paul Forster Manual Posting	N	10
30	Indeed.com	N	14
31	Internal Promotion	N	10
32	Job Fair	N	1
33	Job/Bulletin Board	N	1
34	Linked In	N	5
35	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
36	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Fax: 1-413-746-5646 Brenda Frye	y	0
37	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone: 413-662-5333 Email : Career@mcla.edu Mana! Wooten	y	0



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38	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 40I Medford, Massachusetts 02155 Phone: 800-471-1875 Uri : www.massbroadcasters.org Jordan Walton Manual Posting	y	0
39	MediaLine 1209 Wood Valley Road Augusta, California 30909 Phone: 706-364-7564 Rich Everitt Manual Posting	N	0
40	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	y	0
41	NAMIC (ADDED 11/20/15) 50 Broad Street Suite 180I New York, New York 10004 Phone: 212-594-5985 Uri : www.namic.com Susan Waldman Manual Posting	N	0
42	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
43		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>
44	New England Business Associates 66 Industry Avenue Suite 11 Springfield, Massachusetts 01104 Phone : 413-272-5562 Uri : www.nebaworks.com Email : kahntapaht.sukhumhaadthaneai@nebaworks.com Kahntapaht Sukhumhaadthaneai	y	0
45	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Pat Blakemore Manual Posting	y	0
46	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone: 972-764-6715 Terri Bush Manual Posting	N	0
47	Nexstar's Facebook Page	N	1
48	Our Lady of the Elms College 291 Springfield Street Chicopee, Massachusetts 01013 Phone: 413-265-2272 Phyllis Williams-Thompson Manual Posting	y	0
49	Partners for Community 11-13 Hampden Street Spfld, Massachusetts 01103 Phone: 413-272-2200 Fax: 1-413-731-5399 <i>NIA NIA</i>	y	0
50	Professional/Industry Trade Organization	N	2
51	Puerto Rican Veteran's Assoc. 281 Franklin Street Springfield, Massachusetts 01104 Phone: 413-731-0194 Fax: 1-413-736-2008 Gumersino Gomez	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>
52	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 April McLynn Manual Posting  Prong 2 Ended Date: 3/13/2019	N	0
53	Rhode Island College 600 Mount Pleasant Avenue Providence, Rhode Island 02908 Phone : 401-456-803 I Uri : www.ric.edu Linda Kent Davis Manual Posting	y	0
54	Roxbury Conununity College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Career Services Manual Posting	y	0
55	Rutgers University 249 University Avenue Newark, New Jersey 07102 Phone : 848-445-7287 Uri : www.rutgers.edu Mary Beth Kimberlin Manual Posting	y	0
56	Salem State University 352 Lafayette Street Ellison Campus Center Salem, Massachusetts O 1970 Phone : 978-542-6407 Lisa Morency Manual Posting	N	0
57	SkillSmart (ADDED 3/1/18) 1441 Main Street Springfield, Massachusetts O1103 Phone: 413-755-1365 Uri : https://springfieldworks.skillsmart.us Email : a.kandilis@westernmassedc.com Anne Shecrallah Kandilis	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>
58	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone: 317-846-9000 Uri : www.sbe.org Scott Jones Manual Posting	N	0
59	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
60	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone: 413-263-6500 Fax: 1-413-263-6511 Career Services	N	0
61	Springfield Tech. Community College Coop. Education/Career Services & Transfer Affairs P.O. Box 9000, Suite 1 Springfield, Massachusetts 01102-9000 Phone: 413-755-4464 Uri : www.stcc.edu Email : careerservices@stcc.edu PJ White	y	0
62	State/Local Employment Agency	N	1
63	SUNY New Paltz I Hawk Drive New Paltz, New York 12561 Phone : 845-257-3265 Email : dalyc@newpaltz.edu Christine Daly	y	0
64	The New Eng. Institute of Art IO Brookline Place West Brookline, Massachusetts 02445 Phone: 617-582-4443 Email : jlay@aii.edu John Lay	y	0

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65	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.commnet.edu Kim James	y	0
66	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone: 800-374-0119 Uri : www.tvjobs.com TVJobs tvjobs Manual Posting	N	0
67	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone: 413-545-2224 Sharon Jefferson Manual Posting	y	0
68	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 06105 Phone: 860-527-0147x263 Fax: 1-860-244-0794 Thomas Clarke, II	y	0
69	Urban League of Springfield, Inc. 756 State Street Springfield, Massachusetts 01109 Phone: 413-739-7211 Fax: 1-413-732-9364 Andrew Cade	y	0
70	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
71	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone: 413-782-3111 Deborah Pace Manual Posting	y	1

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72	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone: 413-572-5300 Maureen McCartney Manual Posting	y	0
73	Westfield State University- JOB FAIR 577 Western Avenue P.O. Box 1630 Westfield, Massachusetts 01086 Phone: 413-572-5206 Uri: www.westfield.ma.edu Email : jserra@westfield.ma.edu Jennifer Serra	N	0
74	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone: 413-597-3019 Kristen McCormack Manual Posting	N	0
75	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	N	0
76	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone: 413-377-2240 Uri : www.wwlp.com Sue Frenette Manual Posting	N	7
77	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Uri: http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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78	YMCA of Greater Springfield 275 Chestnut Street Springfield, Massachusetts 01104 Phone: 413-206-5500 Email : jparslow@springfielddy.org Janet Parslow	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			70

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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	2/26/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Springfield Conservatory of the Arts. She spoke to students about career decisions and job requirements.	1	Meteorologist
2	3/4/2019	Participation in Job Fairs	The Station participated at MBA's Virtual Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Business Admin
3	3/6/2019	Participation in Job Fairs	The Station participated at Westfield State University Job & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	News Director Business Admin Photographer
4	3/29/2019	Participation in Job Fairs	The Station participated at the College Careers Center of Western Mass at Springfield College. Station personnel were able to meet with students/staff and discussed vacancies at the Station and in the broadcasting industry. . Internships requirements were discussed as well.	3	News Director Business Admin Photographer
5	4/3/2019	Participation in Job Fairs	The Station participated at Springfield Technical Community College 2019 Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. Internships were discussed with various students.	3	News Director Business Admin Photographer



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	<b>Date</b>	<b>Type of Recruitment Initiative (Mean Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	4/4/2019	Participation in Job Fairs	The Station participated at Western New England University Spring 2019 Career and Internship fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	News Director Business Admin Photographer
7	4/4/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker Western New England University. He spoke about career decisions and job requirements. .	1	Anchor/Reporter
8	4/5/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at the Westfield Tech Career Exp. Station personnel demonstrated it's Live truck and spoke about career decisions and job requirements in the broadcasting industry.	2	Chief Engineer Business Admin
9	4/25/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at STEM Middle School Academy Career Fair. He spoke about meteorology and career decisions in Broadcasting industry.	1	Meteorologist
10	5/1/2019	Participation at events sponsored by organizations representing groups present in the community	Station personnel provided a tour of the Station to the Production class from WNEU. She spoke about <del>care</del> decisions and job requirements the broadcasting industry.	1	Promotion Manager
11	5/17/2019	Participation in other activities designed by the station employment unit	The Station hosted a tour it's to students and of Holyoke High School Media Literacy program. Station personnel spoke about career decisions and job requirements.	3	Sales Manager Production Manager News Director
12	6/24/2019	Participation in Job Fairs	The Station participated at MBA Virtual Job Fair. Station personnel met with potential job applicants.	1	Business Admin

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13	9/23/2019	Participation in Job Fairs	The Station participated at Massachusetts Broadcasters Virtual Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Business Admin
14	11/5/2019	Participation in Job Fairs	Station personnel participated in the Elms College <b>Career and Internship Fair</b> Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Business Admin