

WWLP / WFXQ-CD
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
Account Executive	1-6, 8-16, 19-22, 24-26, 28-42	19
Weekend Meteorologist	1-5, 8-16, 19-26, 28-42	19
Television Account Executive	1-5, 8-14, 16, 19-26, 28-42	19
Television News Producer	1-5, 8, 10-14, 16-17, 20-22, 24-26, 28, 30-31, 34-41	17
Television News Producer	1-5, 8-14, 16, 19-26, 28-42	19
Television Multi-Media Journalist Reporter	1-5, 8-14, 16, 20-22, 24-42	27
Audience Engagement Producer	1-5, 8-14, 16, 18, 20-22, 24-26, 28-42	18
Production Assistant Camera	1-5, 8, 10-14, 16, 18, 20-22, 24-26, 28, 30-31, 34-42	18
Television News Producer	1-5, 8, 10-14, 16, 20-22, 24-26, 28, 30-31, 34-42	41
Television News Producer	1-5, 8, 10-14, 16-17, 19-22, 24-26, 28, 30-31, 34-42	19
Television News Photographer	1-5, 8, 10-14, 16-17, 20-22, 24-26, 28, 30-31, 34-42	17
Promotion Producer/Editor	1-5, 7-8, 10-14, 16-22, 24-26, 28, 30-31, 34-42	17
Television News Producer	1-5, 8, 10-14, 16, 19-22, 24-26, 28, 30-31, 34-42	19

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

The SEU deleted the following six (6) recruiting sources:

RS #9/Center for Human Development deleted on January 24, 2023.

RS #15/Greater Chicopee Chamber of Commerce deleted on January 24, 2023

RS #23/Monster.com deleted on January 26, 2023

RS #29/Puerto Rican Veteran's Association deleted on January 26, 2023

RS #33/Springfield Partners of Comm Action deleted on January 26, 2023

RS #32/South End Citizens Counsel deleted on February 1, 2023

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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	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone : 413-755-1309 Email : szynal@springfieldregionalchamber.com Diana Szynal	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	N	0
7	CareerBuilder.com	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
8	CareerPoint 850 High Street Holyoke, Massachusetts 01040 Phone : 413-322-7176 Url : www.careerpointgma.org Robert Wojcik Manual Posting	N	0
9	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 Prong 2 Ended Date: 1/24/2023 Prong 2 Ended Date: 1/24/2023	N	0
10	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
11	CT School of Broadcasting 6 Executive Drive Suite 109 Farmington, Connecticut 06032 Phone : 860-288-7591 Email : missy@gocsb.com Missy Robinson	Y	0
12	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	0
13	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0

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14	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Career Services Manual Posting	Y	0
15	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	N	0
16	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
17	Indeed.com	N	4
18	Internal Promotion	N	3
19	Linked In	N	15
20	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Email : lwilliams@mlkjrfs.org Brenda Frye	Y	0
21	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-662-5333 Email : Career@mcla.edu Manat Wooten	Y	0

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22	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
23	Monster.com (01/26/2023) 11845 W. Olympic Blvd. Suite 500 Los Angeles, California 900064 Phone : 310-893-5567 Url : www.monstertrak.com Nichole Scire Manual Posting Prong 2 Ended Date: 1/26/2023	N	0
24	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	Y	0
25	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Pat Blakemore Manual Posting	Y	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	6
27	Nexstar's Facebook Page	N	1
28	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Puerto Rican Veteran's Assoc. (01/26/2023) 281 Franklin Street Springfield, Massachusetts 01104 Phone : 413-731-0194 Email : bvocofma@gmail.com Gumersino Gomez Prong 2 Ended Date: 1/26/2023 Prong 2 Ended Date: 1/26/2023	N	0
30	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
31	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
32	South End Citizens Council (02-01-2023) 549 Main Street Springfield, Massachusetts 01105 Phone : 413-732-5105 Email : angelinasecc@aol.com Fax : 1-413-732-5105 Angelina Florian Prong 2 Ended Date: 2/1/2023	N	0
33	Spfld. Partners for Comm. Action (01/26/2023) 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services Prong 2 Ended Date: 1/26/2023	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	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
35	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Url : jchaisson-cardenas@commnet.edu Email : JChaisson-Cardenas@commnet.edu John-Paul Chaisson-Cardenas	Y	0
36	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
37	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Sharon Jefferson Manual Posting	Y	0
38	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
39	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

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40	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Deborah Pace Manual Posting	Y	0
41	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Maureen McCartney Manual Posting	Y	1
42	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:			31

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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	3/29/2023	Participation in Job Fairs	The SEU participated at the Westfield State University Job and Internship Fair 2023. SEU personnel were able to discuss vacancies at the Station and in the broadcasting industry.	2	Production Manager Business Administrator
2	7/5/2023	Establishment of an intern program designed to assist members of the community	<p>The SEU has 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 (1) intern, from Christopher Newport University, during the 2023 Summer Semester and (1) intern, from University of New Hampshire, during the 2023 Summer Semester and (1) intern from University of California San Diego, during the 2023 Summer Semester.</p>	3	News Director Business Administrator Promotion Director
3	8/1/2023	Participation in scholarship programs	<p>The SEU actively participates and takes an administrative role in the MBA Student Broadcasters Scholarship Program.</p> <p>During the current reporting period there was one (1) recipient from Elon University: two (2) recipient's from UMass: two (2) recipients from Dean College: one (1) recipient from University of New Hampshire: two (2) recipients from Boston University: one (1) recipient from Emerson College: one (1) recipient from Quinnipiac University: one (1) recipient from University of Miami.</p> <p>The SEU actively participates and takes an administrative role in the 2023 Valley Press Club Scholarship Program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there was one (1) recipient from Holyoke High School.</p>	2	General Manager News Director

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4	10/19/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers before the Society of Adventist Communicators. They spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	4	Promotion Manager News Director Northeast HUB Supervisor Production Manager
5	10/31/2023	Provision of training to management	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.	7	General Manager News Director Business Administrator Promotions Manager