

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Sales Account Executive	1-3, 5, 8-9, 11-12, 14-27	11
MMJ Reporter	3, 5, 8-9, 11-12, 14-15, 17-27	12
Digital Producer	3, 5, 7-8, 11, 14, 17-21, 23-27	25
Sales Assistant	5, 8-9, 11, 14-15, 17-21, 23-27	25
Assignment Editor/Assoc Producer	3, 5, 8-12, 17-21, 23-27	12
Sports MMJ/Reporter	3-5, 8, 10-12, 17-21, 23-27	25
News Producer	3-5, 8, 11-12, 17-21, 23-27	25
Morning News Anchor	3, 5-6, 8, 10-12, 17-21, 23-27	25
Sales Assistant	3, 5, 8-9, 11, 17-21, 23-27	25
Sales Account Executive	3-5, 8-9, 11-13, 17-21, 23-27	20
News Photographer	3, 5, 8, 11-12, 17-21, 23-27	12
News Producer	3, 5-6, 8-9, 11-12, 17-21, 23-27	25
News Producer	3, 5-6, 8-9, 11-12, 17-21, 23-27	25
Morning News Anchor	3, 5, 8, 10-12, 17-21, 23-27	25

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

Recruiting Source #1/African American Cultural Center and Recruiting Source #2/Buffalo Branch NAACP were dropped on May 1, 2022
 Recruiting Source #15/Media Match was dropped on August 1, 2022
 Recruiting Source #16/Medialine was dropped on March 1, 2022
 Recruiting Source #22/Syracuse University was dropped on October 1, 2022.

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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	African American Cultural Center 350 Masten Ave Buffalo, New York 14209 Phone : (716) 884 2013 Url : http://www.africancultural.org Email : aacc@wzrd.com Fax : 1-716-885-2590 Tina Washington-Abuebker	N	0
2	Buffalo Branch NAACP 395 E. Ferry Street Buffalo, New York 14208 Phone : (716) 884-7242 Url : http://www.apollo3.com/naacp/ Email : naacp@apollo3.com Fax : 1-716-884-7243 Madeline Scott	N	0
3	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : (716) 250-2400 Url : http://www.buffalourbanleague.org/ Email : tbeauford@buffalourbanleague.org Fax : 1-716-854-8960 Thomas Beauford Jr	N	0
4	CareerBuilder.com	N	3
5	Community Action Organization of Erie County (CAO) 70 Harvard Pl Buffalo, New York 14209 Phone : (716) 881-5150 Url : http://www.caoec.org/ Email : sbrown@caoec.org Fax : 1-716-881-2927 Sjunseeagn Brown	N	0
6	Employee Referral	N	2
7	GlassDoor	N	1
8	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0

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9	Indeed.com	N	15
10	Internal Promotion	N	4
11	JobSpider.com , New York Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	1
12	Linked In	N	24
13	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	1
14	Media Alliance P.O. Box3474 Fort Meyers, Florida 33918 Phone : 239-652-7010 Email : bill@mediaalliance.com Bill LaPlante	N	0
15	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284 5589 Url : http://www.media-match.com/usa/ Tammy Romaniuk Manual Posting	N	0
16	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Native American Community Services of Erie & Niagara Counties, Inc. 1905 Pine Ave Niagara Falls, New York 14301 Phone : (716) 874-2797 Url : http://www.nacswny.org/ Email : tporter@nacswny.org Fax : 1-716-874-1874 Tianna Porter	N	0
18	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : http://nysbroadcasters.org/ Email : cjung@nysbroadcasters.org Fax : 1-518-456-8943 Carolyn Jung	N	0
19	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
21	Northwest Buffalo Community Center 155 Lawn Ave Buffalo, New York 14207 Phone : (716) 876-8108 Url : http://www.nwbccinc.org/index.html Email : kzimmer@nwbccinc.org Fax : 1-716-876-5048 Kimberly Zimmer	N	0

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22	Syracuse University 210 Steele Hall Syracuse, New York 13244 Phone : 315.443.1870 Email : hrservic@syr.edu Fax : 1-315-443-2268 Student Employment Services N/A	N	0
23	The Buffalo Employment and Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : 716-856-8139 ext3412 Url : http://www.workforcebuffalo.org/default.asp Email : dlloyd@wdcinc.org Fax : 1-716-856-5670 David Lloyd	N	0
24	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
25	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Chris Anchin Manual Posting	N	15
26	WNY Association of College Career Centers 18 Agassiz Circle Buffalo, New York 14214 Phone : (716) 880-2145 Url : http://www.wnyaccc.org/home.aspx Email : wp9@buffalo.edu Ron Beiter	N	0

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27	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:			72

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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	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, sports and weather.</p> <p>The SEU Hosted (3) interns from the University at Buffalo, Canisius College, and Buffalo State University during the Spring 2023 semester, (4) interns from Miami University, Cornell University, Ithaca College and St. Bonaventure University during the Summer 2023 semester, and (3) interns from Hilbert College, Buffalo State University and the University at Buffalo during the Fall 2023 semester.</p>	4	News Manager Local Sales Manager Marketing Director Chief Engineer
2	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	<p>The SEU regularly disseminates job vacancy notices, including upper-level positions to the New York Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.</p> <p>The SEU also disseminated job vacancy notifications to the New York State Department of Labor, a general job bank accessible to a broad population of its community.</p>	2	News Director Director of Sales Chief Engineer Marketing Director
3	2/23/2023	Participation in Job Fairs	The SEU participated at the Hilbert College Career Expo. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director News Manager
4	3/9/2023	Participation in Job Fairs	The SEU participated at the Buffalo State University Job & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director News Manager