

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
Director of Marketing and Promotions	1, 5-8, 10, 12, 15, 17-18, 20-22, 24-25, 31-37	36
News Producer	3-10, 15, 17-22, 25, 31-37	36
News Producer	3-10, 15, 17-22, 25, 31-37	9
Integrated Digital Specialist	3, 5-10, 15, 17-18, 20-22, 24-25, 31, 33-34, 36-37	36
Director of Sales	3, 5-6, 8-10, 12, 15-23, 25-27, 29, 31-34, 36-37	26
Digital Content Producer	3, 5-6, 8, 10, 15, 17-18, 20-22, 25, 31-34, 36-37	34
Executive Producer	3, 5-6, 8-11, 15-18, 20-21, 25-26, 31-34, 36-37	16
Promotions Producer/Videographer-Editor	3-6, 8-11, 15, 17-18, 20-22, 24-25, 31-34, 36-37	24
Morning Anchor/MMJ	3, 5-6, 8, 10, 12, 15, 17-18, 20-22, 25-26, 31-34, 36-37	26
News Photojournalist	3, 5-6, 8-10, 15, 17-18, 20-22, 25, 31-34, 36-37	21
Administrative Asst/Receptionist	3, 5-6, 8-10, 15, 17-18, 20-22, 24-25, 31-34, 36-37	36
Multi Media Journalist	3, 5-10, 15, 17-18, 20-22, 24-26, 31-34, 36-37	36
News Producer	3, 5-6, 8, 10, 14-15, 17-18, 20-22, 24-25, 30-34, 36-37	34
Assistant Chief Engineer	3, 5-6, 8-10, 13, 15, 17-18, 20-22, 24-25, 27-28, 31-34, 36-37	27
News Photographer	5-6, 8-10, 15, 17-18, 20-22, 24-25, 31-34, 36-37	9
Broadcast Administrative Assistant	2-3, 5-6, 8-11, 15, 17-18, 20-22, 24-25, 31-34, 36-37	9
Weekend Sports Anchor/Reporter	3, 5-6, 8-10, 15, 17-18, 20-22, 24-26, 31-34, 36-37	9
Multi Media Journalist/Reporter	3, 5-6, 8-10, 15, 17-18, 20-22, 24-25, 31, 33-34, 36-37	36

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina Phone : 919-217-4438 Url : www.602communications.com Career Listing Manual Posting	N	0
2	Advertisement-Print	N	1
3	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 Alicia Banner	N	0
4	BEA-Broadcast Education Association 17710N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5355 Url : www.beaweb.org/wp/ John Hendricks Manual Posting	N	0
5	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
6	Buffalo Urban League 15 Genesee Street Buffalo, New York 14203 Phone : (716) 250-2400 Url : http://www.buffalourbanleague.org/ Fax : 1-716-854-8960 Brenda McDuffie	N	0

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7	BuffaloNiagaraJobs.com 665 Main Street Buffalo, New York 14203 Phone : 1-800-916-9073 Url : http://buffaloniagara.org/Home/OurRegion/GrowYourC Lisa Roy Manual Posting	N	0
8	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 Sjunseeargn Brown	N	0
9	Employee Referral	N	20
10	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0
11	Indeed.com	N	7
12	Internal Promotion	N	4
13	Intracompany Transfer	N	2
14	Job Fair	N	1
15	JobSpider.com New York Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0
16	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	1

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17	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
18	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
19	MediaRecruiter.com 9457 So. University #303 Highlants Ranch, Colorado 80126 Phone : 303.400.5150 Url : www.MediaRecruiter.com Art Scott Manual Posting	N	1
20	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
21	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : http://nysbroadcasters.org/ Email : sandy@nysbroadcasters.org Fax : 1-518-456-8943 Sandy Messineo	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
22	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0
23	Newschedkmedia, LLC 238 Crosshill Road Wynnewood, Pennsylvania Phone : 800-672-1423 Career Listing Manual Posting	N	0
24	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
25	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
26	Professional/Industry Trade Organization	N	7
27	Re-hire	N	3
28	Society of Broadcast Engineers 9102 North Meridian Street suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/sections/jl_submit.php Career Listing Manual Posting	N	1
29	spots.n.dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Senior Editor Manual Posting	N	0
30	State/Local Employment Agency	N	1

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31	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
32	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Fax : 1-410-544-4640 Office Manager Office Manger	N	0
33	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
34	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	10
35	Vision Maker Media 1800 N. 33rd Street Lincoln, Nebraska 68503 Phone : 402-472-3522 Email : Visionmaker@unl.edu Rachel Danay	N	0
36	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Chris Anchin Manual Posting	N	24

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			94

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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	2/2/2017	Establishment of an intern program designed to assist members of the community	The station hosted 16 interns in the News Department this past year. Our interns were from Buffalo State, Canisius College, SUNY Buffalo, University of Arizona, Medaille College, Niagara University, SUNY Brockport, Ithaca College and St. Bonaventure. The internships last an entire semester and the full time students receive full academic credit. This initiative takes place throughout the Spring, Summer and Fall semesters.	4	News Director Newsroom Manager Newsroom Manager Newsroom Manager
2	3/1/2017	Participation in Job Fairs	The SEU participated in the Careerfest Job Fair at the University at Buffalo where SEU personnel met with potential candidates regarding open positions, accepted resumes and provided information for employment and internship opportunities.	3	HR/Business Administrator News Director Local Sales Manager
3	3/9/2017	Participation in Job Fairs	The SEU participated in the Job & Internship Fair at the Buffalo State Career Development Center. SEU personnel met with potential candidates regarding open positions, accepted resumes for employment and internship opportunities.	3	HR/Business Administrator Chief Engineer News Director
4	4/5/2017	Participation in Job Fairs	The SEU participated in the Annual Job/Internship Fair at Medaille College where SEU personnel met with potential candidates regarding open positions and accepted resumes provided information for employment and internship opportunities.	2	HR/Business Administrator Chief Engineer
5	9/26/2017	Participation in Job Fairs	The SEU participated in the CareerFest sponsored by The Buffalo News, where SEU personnel met with potential candidates regarding open positions, accepted resumes and provided information regarding employment and internship opportunities.	3	HR/Business Administrator Chief Engineer Local Sales Manger
6	12/15/2017	Participation in scholarship programs	The SEU has an established scholarship program for students pursuing a career in broadcasting. The SEU awarded one (1) scholarship during the 2017-2018 reporting term to a student from Canisius College.	2	HR/Business Administrator VP & General Manager