

WCDC-TV, WTEN-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 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
Meteorologist	1-2, 8, 18, 24, 29, 33-37, 40, 42-43, 45, 48, 50, 53	36
Media Sales - News10 & Fox23	1-2, 8, 18-19, 21, 24, 29, 33-37, 42-43, 45, 48, 50, 53-56	19
Reporter MMJ	1-2, 8, 18, 24, 29, 33-38, 42-43, 45, 48, 50, 53	35
Sales Assistant	1-2, 8, 18, 24, 34-37, 42-43, 45, 48, 50, 53-55	36
Broadcast Engineer	1-2, 8, 18, 23-24, 33-37, 42-43, 45, 48, 50, 53-55	23
Producer, News	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53-55	36
Graphic Artist	1-2, 8, 18, 24, 33-37, 42-43, 45, 48, 50, 53-55	36
Photographer_News Editor	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53-55	33
Administrative Assistant	1-2, 8, 18, 24, 33-37, 42, 45, 48, 50, 53-55	35
Assignment/Web Editor	1-2, 8, 18, 24, 29, 34-37, 42-43, 45, 48, 50, 53, 55	36
News Director	1, 24-25, 29, 35-37, 41-42, 45, 52-53, 55	25
Meteorologist	1-2, 8, 18, 24, 26, 29, 33-37, 42-43, 45, 48, 50, 53, 55	26
Reporter MMJ	1-2, 8, 18, 24, 26, 29, 33-37, 42-43, 45, 48, 50, 53, 55	26
Weekend Anchor	1-2, 8, 18, 24-25, 29, 33-37, 42-43, 45, 48, 50, 53, 55	25
Reporter MMJ	1-2, 8, 18, 24, 26, 29, 33-37, 42-43, 45, 48, 50, 52-53, 55	26
Photographer_News Editor	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	33
Producer, News	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	36
Reporter MMJ	1-2, 8, 18-19, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	36

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Part Time Production Technician	1-2, 8, 18, 24, 33-37, 42-43, 45, 48, 50, 53, 55	36
Reporter MMJ	1-2, 8, 18, 24, 26, 29, 33-37, 42-43, 45, 48, 50, 53, 55	26
Photographer_News Editor	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	36
Photographer_News Editor	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	36
Executive Producer	1-2, 8, 18-19, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	24
Technical Media Operator	1-2, 8, 18, 24-25, 33-37, 42-43, 45, 48, 50, 53, 55	25
Producer, News	1-2, 8, 18, 24-25, 29, 33-37, 42-43, 45, 48, 50, 53, 55	25
Reporter MMJ	1-2, 8, 18-19, 24, 29, 34-37, 42-43, 45, 48, 50, 53, 55	53
Producer/Digital Reporter	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	36
Technical Media Operator	1-2, 8, 18, 22, 24, 33-37, 42-43, 45, 48, 50, 53, 55	36
Technical Media Operator	1-2, 8, 18, 24, 33-37, 42-43, 45, 48, 50, 53, 55	35
Photographer_News Editor	1-2, 8, 18, 24, 29, 33-37, 42-43, 45, 48, 50, 53, 55	36
Business Administrator	1-18, 20-22, 24, 27-37, 39, 41-56	22

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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	Albany Chamber - JobZone 5 Computer Drive South Albany, New York 12205 Phone : 518 431 1400 Url : http://albany.myjobzone.net/index.asp Lindsay Heller Manual Posting	N	0
2	Boston University 100 Bay State Road Boston, Massachusetts Url : http://www.bu.edu/careers/ Eleanor Cartelli Manual Posting	N	0
3	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : (202) 602-0584 Url : http://www.beaweb.org/wp/ Email : Heather@BEAweb.org Heather Birks	N	0
4	BroadcastEngineering.com 28 East 28th Street 12th floor New York, New York 10016 Phone : 312 840 8436 Url : http://www.tvtechnology.com/index Jobs Listing Manual Posting	N	0
5	Broadcasting & Cable 28 East 28th Street 12th floor New York, New York 10016 Phone : 888 575 9675 Url : http://www.broadcastingcable.com/ Email : support@jobtarget.com Jobs Listing	N	0
6	CareerBuilder.com 200 N. LaSalle St. Ste. 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Jobs Listing Manual Posting	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
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813 254 9695 Jobs Listing Manual Posting	N	0
8	College of St. Rose 434 Western Ave Albany, New York 12203 Phone : 518 454 5141 Url : http://www.strose.edu/campuslife/career_center Email : career@strose.edu College of Saint Rose	N	0
9	Craig's List/Albany, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://albany.craigslist.org/ Jobs Listing Manual Posting	N	0
10	Craig's List/Binghamton, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://binghamton.craigslist.org/ Jobs Listing Manual Posting	N	0
11	Craig's List/Buffalo, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://buffalo.craigslist.org/ Jobs Listing Manual Posting	N	0
12	Craig's List/Plattsburgh, NY Portal 222 Sutter St. 9th Floor SanFrancisco, California 94108 Phone : 800-664-0633 Url : https://plattsburgh.craigslist.org/ Jobs Listing Manual Posting	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
13	Craig's List/Rochester, NY Portal 222 Sutter St. 9th Floor San Francisco, California 94108 Phone : 800-664-0633 Url : https://rochester.craigslist.org/ Jobs Listing Manual Posting	N	0
14	Craig's List/Syracuse, NY Portal 222 Sutter St. 9th Floor San Francisco, California 94108 Phone : 800-664-0633 Url : https://syracuse.craigslist.org/ Jobs Listing Manual Posting	N	0
15	Craig's List/Utica, NY Portal 222 Sutter St. 9th Floor San Francisco, California 94108 Phone : 800-664-0633 Url : https://utica.craigslist.org/ Jobs Listing Manual Posting	N	0
16	Craig's List/Western Mass Portal 222 Sutter St. 9th Floor San Francisco, California 94108 Phone : 800-664-0633 Url : https://westernmass.craigslist.org/ Jobs Listing Manual Posting	N	0
17	Dr. King Career Fair Harriman State Office Campus Building 12, Room 500 Albany, New York 12240 Phone : 518-457-3106 Stephen Ryan Manual Posting	N	0
18	Emerson College Boylston and Tremont streets Boston, Massachusetts Url : http://www.emerson.edu/careers-internships Blaine Butler Manual Posting	N	1
19	Employee Referral	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	fox23news.com 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 2692 Url : http://www.fox23news.com Courtney Ward Manual Posting	N	0
21	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941 Phone : 3127341781 Nick Simon Manual Posting	N	0
22	Indeed.com 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-328-2691 Url : http://www.indeed.com Jobs Listing Manual Posting	N	3
23	Indeed.com	N	1
24	Internal Memo 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 4299 Url : http://www.news10.com Christa Burke Manual Posting	N	7
25	Internal Promotion	N	5
26	Intracompany Transfer	N	4
27	ITT Technical Institute 100 Sheridan Ave Albany, New York 12210 Phone : 518-303-2985 Aric Aery Manual Posting	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
28	Media General Website 333 E. Franklin Street Richmond, Virginia 23219 Phone : 518 433 4299 Url : http://www.mediageneral.com Christa Burke Manual Posting	N	0
29	Medialine (news room only) Box 51909 Pacific Grove, California 93950 Phone : 800 237 8073 Url : http://www.medialine.com Email : medialine@medialine.com Rich Everitt	N	0
30	Monster 133 Boston Post Road Weston, Massachusetts 02493 Phone : 9784618000 Url : www.monster.com Monster Worldwide Manual Posting	N	0
31	NABJobs Online 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Url : http://www.nab.org Jobs Listing Manual Posting	N	0
32	National Association of Hispanic Journalists 100 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahjcareercenter.com/ Jobs Lisitng Manual Posting	N	0
33	New School Radio & TV 50 Colvin Ave Albany, New York 12206 Phone : 518 438 7682 Url : http://www.thenewschool.us/ Email : CTaylor@Newschoolalbany.edu Cathy Taylor	N	3

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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	New York State Job Bank (NYS DOL) Harriman Campus, Building 12 Room 436 Albany, New York 12240 Phone : 518 457 1504 Url : https://newyork.us.jobs/secure/emplogin.asp Brian Suedkamp Manual Posting	N	0
35	news10.com 341 Northern Blvd. Albany, New York 12204 Phone : 518 433 2692 Url : http://www.news10.com Courtney Ward Manual Posting	N	14
36	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	49
37	NYS Broadcasters Assoc. 1805 Western Ave. Albany, New York 12203 Phone : 518 456 8888 Url : http://www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	N	0
38	Professional/Industry Trade Organization	N	1
39	Radio, Television, Digital News Association 529 14th Street, NW, Suite 1240 Washington, District of Columbia 20045 Url : http://rtdna.org/ Mike Cavender Manual Posting	N	0
40	Re-hire	N	1
41	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : http://www.rickgevers.com/ Rick Gevers Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Saratoga Chamber - JobZone 28 Clinton St. Saratoga Springs, New York 12866 Phone : 518 584 3255 Url : http://www.saratoga.org/saratoga-county-chamber-of Bridget Devaney Manual Posting	N	0
43	Siena College Route 9 Loudonville, New York 12211 Phone : 518 783 2339 Url : https://siena-csm.symplicity.com/employers/ Email : careemail@siena.edu Courtney Winkler	N	0
44	Siena College Spring Career & Intern Fair Route 9 Loudonville, New York 12211 Phone : 518 783 2339 Url : https://siena-csm.symplicity.com/employers/ Ashley Dwyer Manual Posting	N	0
45	Smartrecruiters.com 56 Tehama Street San Francisco, California 94105 Phone : 800-517-1148 Url : http://www.smartrecruiters.com Jobs Listing Manual Posting	N	0
46	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
47	Spots N Dots 1635 Old Highway 41 NW Ste 112-338 Kennesaw, Georgia 30152 Phone : 888 884 2630 Url : http://www.spotsndots.com/ Email : ads@spotsndots.com Emily McKay	N	0

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48	SUNY Albany 1400 Washington Street Albany, New York 12222 Phone : 518 442 5515 Url : http://www.albany.edu/career/employer/employer.sht Joe Aini Manual Posting	N	0
49	SUNY Empire State College One Union Ave Saratoga Springs, New York 12866 Phone : 518-587-2100 Url : https://app.purplebriefcase.com/pb/dashboard/ Anita Brown Manual Posting	N	0
50	Syracuse University Newhouse School 215 University Pl Syracuse, New York Url : http://newhouse.syr.edu/career-development/employe Bridget Lichtinger Manual Posting	N	0
51	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : 214 640 3139 Jobs Listing Manual Posting	N	0
52	TV News Check 24 West Lancaster Ave. Ste 205 Ardmore, Pennsylvania 19003 Phone : 610 420 6003 Url : http://www.tvnewscheck.com/ Patty Hersch Manual Posting	N	2
53	TVJOBS.com PO Box 4116 Oceanside, California 92052 Phone : 800 374 0119 Url : http://www.tvjobs.com Jobs Listing Manual Posting	N	3

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54	University at Albany Spring Job & Internship Fair 1400 Washington Street Albany, New York 12222 Phone : 518 437 3911 Url : http://www.albany.edu/career/employer/careerfairs . Stephanie Carson Manual Posting	N	0
55	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
56	Ziprecruiter 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Phone : 3233024540 Seth Taute Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			102

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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	2/12/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated at a Resume Critique Day hosted by the University at Albany. This event allowed students to receive feedback on their proposed resumes.	1	Business Manager
2	2/14/2018	Participation in Job Fairs	The station participated in the Job and Internship Fair hosted by The University at Albany. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Manager
3	3/20/2018	Participation in Job Fairs	The station participated in the Job and Internship Fair hosted by Siena College. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Manager General Sales Manager
4	4/11/2018	Participation in Job Fairs	The station participated in the Business and Liberal Arts and Sciences Job Fair hosted by Hudson Valley Community College. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Manager General Sales Manager
5	4/12/2018	Participation in events or programs sponsored by educational institutions	The Station participated in the Junior Achievement Job Shadow event hosted by Junior Achievement of Northeastern New York, Inc. This event provided students with an opportunity to observe and discuss theoretical and practical work experience issues. Station personnel met with students to discuss career paths, industry qualifications and vacancies at the Station(s) and in the broadcasting industry.	4	Business Manager General Manager Creative Services Director Operations Manager
6	4/12/2018	Participation in Job Fairs	The station participated in the Engineering and Industrial Technologies Job Fair hosted by Hudson Valley Community College. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Manager Chief Engineer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	8/31/2018	Establishment of an intern program designed to assist members of the community	<p>The Station 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 Station hosted two (2) interns from SUNY Plattsburgh and Penn State during the 2018 Spring semester. The station hosted four (4) interns from SUNY Plattsburgh, SUNY Brockport, Emerson College, and SUNY Albany during the 2018 Summer semester.</p>	3	Station Business Manager Assistant News Director General Sales Manager
8	11/30/2018	Participation in scholarship programs	<p>The Station participates in an established 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 The College of Saint Rose.</p>	2	Station Business Manager General Manager