

**WFXV, WPNY**  
**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
Account Executive	1-3, 6-7, 9, 11-12, 14, 16-17, 19-20, 24-29	9
Multi Media Journalist	1-3, 5, 7-11, 13-15, 18-26, 28-29	11
Account Executive	1-4, 6-7, 9-12, 14, 16-17, 19-20, 24-29	4
Creative Service Producer	1-29	11
Multi Media Journalist	1-3, 5-11, 13-15, 18-26, 28-29	11
Account Executive	1-3, 6-7, 9-12, 14, 16-17, 19-20, 24-29	9
Multi Media Journalist	1-29	4
Account Executive	1-3, 6-7, 9-12, 14, 16-20, 24-29	9

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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	Career Builders.com 13047 Collection Ctr. Chicago, Illinois 60693 Phone : 800-891-8880 Url : <a href="http://www.careerbuilders.com">http://www.careerbuilders.com</a> job Listings Manual Posting	N	0
2	CNYhomepage.com 5656 Smith Hill Rd. Utica, New York 13502 Phone : 315-797-5220 Url : <a href="http://www.cnyhomepage.com">http://www.cnyhomepage.com</a> Diane Siembab Manual Posting	N	0
3	Craigslist.com 1381 9th Ave San Francisco, California 94122 Phone : 415-566-6394 Url : <a href="http://www.craigslist.com">http://www.craigslist.com</a> job Listings Manual Posting	N	0
4	Employee Referral	N	4
5	Herkimer County Comm. College 100 Reservoir Road Herkimer, New York 13350 Phone : 315-866-0300 Url : <a href="http://www.herkimer.edu">http://www.herkimer.edu</a> Email : <a href="mailto:dflanagan@herkimer.edu">dflanagan@herkimer.edu</a> Douglas Flanagan	N	0
6	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Postings Manual Posting	N	0

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7	Internal Posting 5956 Smith Hill Road Utica, New York 13502 Phone : 315-797-5220 Url : <a href="http://www.cnyhomepage.com">http://www.cnyhomepage.com</a> Email : <a href="mailto:dsiembab@wutr.tv">dsiembab@wutr.tv</a> Diane Siembab	N	0
8	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise online	N	0
9	Linkedin 2029 Stierlin Ct. Ste. 200 Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> job Listings Manual Posting	N	3
10	Mohawk Valley Comm. College 1101 Sherman Dr Utica, New York 13501 Phone : 315-731-5710 Url : <a href="http://www.mvcc.edu">http://www.mvcc.edu</a> Email : <a href="mailto:jmaio@mvcc.edu">jmaio@mvcc.edu</a> James Maio	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
12	NY State/VESID 270 Genesee St.#801 Utica, New York 13501 Phone : 315-793-2536 Url : <a href="http://www.acces.nysed.gov/">http://www.acces.nysed.gov/</a> job listings Manual Posting	N	0

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13	NYSBroadcaster Assn. 1805 Western Ave Albany, New York 12203 Phone : 518-463-3200 Url : <a href="http://www.nysbroadcasters.org/">http://www.nysbroadcasters.org/</a> Email : <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Carolyn Jung	N	0
14	NYState Dept. of Labor 207 Genesee St Utica, New York 13501 Phone : 315-793-2267 Url : <a href="http://www.labor.ny.gov">http://www.labor.ny.gov</a> Email : <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a> job Listings	N	0
15	Penn State University 502 Walker Bldg. University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : <a href="mailto:ggk2@psu.edu">ggk2@psu.edu</a> Ginger Kowalchuk	N	0
16	Rickgeverscom 355 E. Ohio St. #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : <a href="http://www.rickgevers.com">http://www.rickgevers.com</a> job Listings	N	0
17	RTDNA 529 14th Street NW Suite 1240 Washington, District of Columbia 20045 Phone : 941.896.4246 Url : <a href="http://www.rtdna.org">http://www.rtdna.org</a> job Listings Manual Posting	N	0
18	SINewHouse.com 215 University Pl Syracuse, New York 13210 Phone : 315-443-2302 Url : <a href="http://www.sinewhouse.com">http://www.sinewhouse.com</a> job listings Manual Posting	N	0

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19	Staffworks 600 French Road New Hartford, New York 13413 Phone : 315-735-5050 Url : <a href="http://www.staffworkscny.com/">http://www.staffworkscny.com/</a> job Listings Manual Posting	N	0
20	SUNY Institute of Technolog PO Box 3050 Utica, New York 13504 Phone : 315-792-7191 Url : <a href="http://www.sunypoly.edu">http://www.sunypoly.edu</a> Email : <a href="mailto:panebia@sunyit.edu">panebia@sunyit.edu</a> Anthony Papebianco	N	0
21	SUNY Oneonta 108 Ravine Pkwy Oneonta, New York 13820 Phone : 607-436-3500 Url : <a href="http://www.oneonta.edu">http://www.oneonta.edu</a> Email : <a href="mailto:nace@oneonta.edu">nace@oneonta.edu</a> job Listings	N	0
22	SUNY Oswego 7060 State Route 104 Oswego, New York 13126 Phone : 315-312-2500 Url : <a href="http://www.oswego.edu">http://www.oswego.edu</a> Email : <a href="mailto:career@oswego.edu">career@oswego.edu</a> job Listings	N	0
23	Syracuse University 900 South Crouse Ave. Syracuse, New York 13244 Phone : 315-443-4036 Url : <a href="http://www.syracuse.edu">http://www.syracuse.edu</a> Email : <a href="mailto:mecremed@syr.edu">mecremed@syr.edu</a> Michael Cremedas	N	0
24	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Editor Listings Manual Posting	N	0

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25	Utica College 1600 Burrstone Rd Utica, New York 13502 Phone : 315-732-3087 Url : <a href="http://www.utica.edu">http://www.utica.edu</a> Email : <a href="mailto:acampbell@utica.edu">acampbell@utica.edu</a> Ann Campbell	N	0
26	Utica Observer Dispatch/Monster.com 221 Oriskany Plaza Utica, New York 13501 Phone : 315-735-7511 Url : <a href="http://www.uticaod.com">http://www.uticaod.com</a> Editor listinds Manual Posting	N	0
27	WFXV/WPNY TV AD 5956 Smith Hill Road Utica, New York 13502 Phone : 315-272-1340 Url : <a href="http://www.cnyhomepage.com">http://www.cnyhomepage.com</a> Email : <a href="mailto:sventura@wutr.tv">sventura@wutr.tv</a> Steve Ventura	N	0
28	Working Solutions 207 Genesee St Utica, New York 13501 Phone : 315-793-2229 Url : <a href="http://www.working-solutions.org/">http://www.working-solutions.org/</a> Email : <a href="mailto:ellen.vennett@labor.ny.gov">ellen.vennett@labor.ny.gov</a> job Listings	N	0
29	Zip Recruiter 1453 Third Street Promenade. Santa Monica, California 90401 Phone : 877-252-1062 Url : <a href="http://www.ziprecruiter.com">http://www.ziprecruiter.com</a> job Listings Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</b>

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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	2/23/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated at the Mohawk Valley Community College Workshop which provided education/guidance for employers interested in recruiting at educational institutions.	1	Creative Services Director
2	3/1/2018	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 area of our operations, including news, production, sports and weather.</p> <p>The SEU hosted one (1) intern from Utica College during the 2018 Winter Semester, one (1) intern from Utica College/Tunisia Undergraduate Scholarship Program during the 2018 Spring semester, and one (1) intern from Poland Central School during the 2018 Spring Semester.</p>	3	News Director Sport Director Creative Services Manager
3	3/1/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated in a local conservation program, established by the Town of Webb Elementary School and The John Joy Elementary School, developed to, among other things, educate elementary school students about local native fish. During each event, SEU personnel discussed meteorology, including the effects on the environment, conducted various demonstrations/experiments and engaged the students in a question and answer segment.	1	Chief Meteorologist
4	3/7/2018	Participation in Job Fairs	The SEU participated at Utica College Job and Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Production Manager Sales Managers
5	3/22/2018	Participation in Job Fairs	The SEU participated at Herkimer County Community College Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Creative Services Director Sales Manager Promotion Assistant

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6	4/18/2018	Participation in events or programs sponsored by educational institutions	The SEU participated at the Oneida Herkimer Board of Cooperative Educational Services career day event. During that event, SEU personnel discussed career decisions, job qualifications/requirements and participated in a Q&A session with the students.	1	News Anchor
7	10/4/2018	Listing of each upper-level category opening in a job bank or newsletter	The SEU participates in general (not vacancy- specific) outreach efforts. The SEU distributes all job vacancy notifications to the New York State Department of Labor, which is a non-vacancy specific job bank.	1	HR Coordinator
8	11/14/2018	Participation in events or programs sponsored by educational institutions	The SEU hosted students from Oriskany High School. During the event, students observed and discussed the composition and execution of a newscast and job qualifications, responsibilities in the broadcast industry.	2	Creative Services Director Multi Media Journalist