

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
News Producer	1-4, 7-8, 11-16, 18-19, 21, 23-24, 26-28	26
News Producer	1-4, 7-8, 11-16, 18-19, 21, 23-24, 26-28	26
Reporter/Multi Media Journalist	1-4, 7, 11-16, 18-19, 21, 23-28	25
Promotions Producer/Videographer/Editor	1-4, 6-8, 11-16, 18-19, 21, 23-24, 26-28	6
Digital MultiMedia Journalist	1-5, 7, 11-16, 18-19, 21, 23-24, 26-28	5
News Producer	1-4, 7, 11-16, 18-19, 21-24, 26-28	15
Sales Account Executive	1-4, 7, 11-16, 18-21, 23-24, 26-28	18
Reporter/Multi Media Journalist	1-4, 7, 11-19, 21, 23-24, 26-28	12
Digital Content Executive Producer	1-4, 7, 9, 11-16, 18-19, 21, 23-24, 26-28	26
News Photographer	1-4, 7, 11-16, 18-19, 21, 23-24, 26-28	26
Graphic Artist	1-4, 7-8, 11-16, 18-21, 23-24, 26-28	26
News Photographer	1-5, 7, 11-16, 18-19, 21, 23-24, 26-28	5
News Photographer	1-5, 7, 11-16, 18-19, 21, 23-24, 26-28	26
National Sales Manager	1-4, 6-7, 10-16, 18-19, 21, 23-24, 26-28	6
Sales Assistant	1-4, 7, 11-16, 18-19, 21, 23-24, 26-28	18
Digital Meteorologist	1-4, 6-7, 11-16, 18-19, 21, 23-24, 26-28	18
News Photographer	1-4, 7, 11-16, 18-21, 23-24, 26-28	26

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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	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 Agnes Bain	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 : bmcduffie@buffalourbanleague.org Fax : 1-716-854-8960 Brenda McDuffie	N	0
4	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
5	Educational Institution	N	2
6	Employee Referral	N	3
7	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0
8	Indeed.com	N	7
9	Internal Promotion	N	1

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10	Intracompany Transfer	N	1
11	JobSpider.com New York Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	0
12	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	3
13	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
14	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
15	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	3
16	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0

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17	Newschedkmedia, LLC 238 Crosshill Road Wynnewood, Pennsylvania Phone : 800-672-1423 Career Listing Manual Posting	N	1
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	16
19	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
20	Re-hire	N	4
21	Syracuse University 210 Steele Hall Syracuse, New York 13244 Phone : 315.443.1870 Email : hrrservic@syr.edu Fax : 1-315-443-2268 Student Employment Services N/A	N	0
22	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Office Manager Office Manger Manual Posting	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

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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	7
25	TVJobs.com	N	1
26	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Chris Anchin Manual Posting	N	24
27	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
28	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			73

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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	2/15/2019	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 4 interns, from Canisius College and the State University at Buffalo during the 2019 Spring Semester, and 4 interns, from Fredonia State College, Loyola University of Chicago School of Communications and Canisius College during the 2019 Summer Semester, and 4 interns, from State University at Buffalo, Fredonia State College, Buffalo State College and Canisius College, for the 2019 Fall Semester.</p>	2	News Director Chief Engineer
2	3/1/2019	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the New York State Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	News Director HR/Business Administrator
3	3/4/2019	Participation in Job Fairs	The SEU participated in the Canisius College Griff Fair 2019 at Conisius College where SEU personnel met with potential candidates regarding open positions and accepted resumes, provided information regarding employment and internship opportunities.	2	Marketing/Promotions Director HR/Business Administrator
4	3/7/2019	Participation in Job Fairs	The SEU participated in the Job & Internship Fair at Buffalo State College where SEU personnel met with potential candidates regarding open positions and accepted resumes, provided information regarding employment and internship opportunities.	3	News Director Chief Engineer HR/Business Administrator

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5	4/14/2019	Participation in events or programs sponsored by educational institutions	The SEU presented at Nexstar Day at Syracuse University about careers in broadcasting, television, reporting and producing. Individual appointments allowed students to receive feedback on their resume's and have their tape critiqued.	1	News Director
6	4/22/2019	Participation in events or programs sponsored by educational institutions	The SEU presented at Buffalo State College to Communications Majors about careers in broadcasting, television, reporting and producing. Individual appointments allowed students to receive feedback on their resume's and have their tape critiqued.	1	News Director
7	4/24/2019	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 regarding employment and internship opportunities.	2	News Director HR/Business Administrator
8	10/21/2019	Participation in Job Fairs	The SEU participated in the Passport to Pro Student-Athlete Career Expo at the University of Buffalo where SEU personnel met with potential candidates regarding open positions and accepted resumes, provided information regarding employment and internship opportunities.	2	News Director HR/Business Administrator
9	11/2/2019	Participation in Job Fairs	The SEU participated in the Buffalo Broadcasters Association Job Fair where SEU personnel met with potential candidates regarding open positions and accepted resumes, provided information regarding employment and internship opportunities.	2	News Director HR/Business Administrator