

**WIVB, WNLO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

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
Digital Data Reporter	1-4, 7, 9, 11-23	21
News Producer	1-7, 9, 11-23	22
Sports MMJ/Anchor	1-4, 7, 9, 11-23	21
Graphic Artist	1-4, 7-9, 11-23	8
Sales Account Executive	1-4, 6-9, 11-23	6
Sales Account Executive	1-4, 6-9, 11-23	16
Traffic Reporter	1-4, 7, 9, 11-23	20
Sports MMJ	1-4, 6-7, 9, 11-12, 14-23	14
Local Sales Manager	1-4, 7, 9, 11-23	16
Digital Producer	1-4, 6-7, 9, 11-23	21
Sports MMJ/Anchor	1-4, 7, 9-23	21
Digital Coordinator Specialist	1-4, 7, 9, 11-23	21
News Producer	1-4, 7, 9, 11-23	16

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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 : <a href="http://www.africancultural.org">http://www.africancultural.org</a> Email : <a href="mailto:aacc@wzrd.com">aacc@wzrd.com</a> 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 : <a href="http://www.apollo3.com/naacp/">http://www.apollo3.com/naacp/</a> Email : <a href="mailto:naacp@apollo3.com">naacp@apollo3.com</a> 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 : <a href="http://www.buffalourbanleague.org/">http://www.buffalourbanleague.org/</a> Email : <a href="mailto:bmcduffie@buffalourbanleague.org">bmcduffie@buffalourbanleague.org</a> 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 : <a href="http://www.caoec.org/">http://www.caoec.org/</a> Email : <a href="mailto:sbrown@caoec.org">sbrown@caoec.org</a> Fax : 1-716-881-2927 Sjunseeargn Brown	N	0
5	Educational Institution	N	1
6	Employee Referral	N	5
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	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	JobSpider.com New York Url : <a href="http://www.jobspider.com/">http://www.jobspider.com/</a> Chris McGarry Manual Posting	N	2
10	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	1
11	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : (323) 284 5589 Url : <a href="http://www.media-match.com/usa/">http://www.media-match.com/usa/</a> Tammy Romaniuk Manual Posting	N	4
12	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	1
13	Native American Community Services of Erie & Niagara Counties, Inc. 1905 Pine Ave Niagara Falls, New York 14301 Phone : (716) 874-2797 Url : <a href="http://www.nacswny.org/">http://www.nacswny.org/</a> Email : <a href="mailto:tporter@nacswny.org">tporter@nacswny.org</a> Fax : 1-716-874-1874 Tianna Porter	N	0
14	New York State Broadcasters Association 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : <a href="http://nysbroadcasters.org/">http://nysbroadcasters.org/</a> Email : <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Fax : 1-518-456-8943 Carolyn Jung	N	3

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15	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	7
17	Northwest Buffalo Community Center 155 Lawn Ave Buffalo, New York 14207 Phone : (716) 876-8108 Url : <a href="http://www.nwbccinc.org/index.html">http://www.nwbccinc.org/index.html</a> Email : <a href="mailto:kzimmer@nwbccinc.org">kzimmer@nwbccinc.org</a> Fax : 1-716-876-5048 Kimberly Zimmer	N	0
18	Syracuse University 210 Steele Hall Syracuse, New York 13244 Phone : 315.443.1870 Email : <a href="mailto:hrrservic@syr.edu">hrrservic@syr.edu</a> Fax : 1-315-443-2268 Student Employment Services N/A	N	0
19	The Buffalo Employment and Training Center (BETC) 77 Goodell Street Buffalo, New York 14203 Phone : 716-856-8139 ext3412 Url : <a href="http://www.workforcebuffalo.org/default.asp">http://www.workforcebuffalo.org/default.asp</a> Email : <a href="mailto:dllloyd@wdcinc.org">dllloyd@wdcinc.org</a> Fax : 1-716-856-5670 David Lloyd	N	0
20	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	6

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : <a href="http://www.wivb.com">http://www.wivb.com</a> Chris Anchin Manual Posting	N	13
22	WNY Association of College Career Centers 18 Agassiz Circle Buffalo, New York 14214 Phone : (716) 880-2145 Url : <a href="http://www.wnyaccc.org/home.aspx">http://www.wnyaccc.org/home.aspx</a> Email : <a href="mailto:wp9@buffalo.edu">wp9@buffalo.edu</a> Ron Beiter	N	2
23	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminated job vacancy notices, including upper-level positions, to the New York Broadcasters Association, a media/trade organization with broad-based membership, including the participation of women and minorities.	2	HR/Business Administrator News Director
2	5/1/2020	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	5	News Director HR/Business Administrator Marketing Director Chief Engineer