

WIVB, WNLO
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Executive Producer	1-4, 7, 10, 13-25	23
News Producer	1-5, 7, 10, 12-25	5
News Photographer	1-4, 6-7, 10, 12-25	6
News Producer	1-4, 7, 10-25	23
News Photographer	1-4, 7-8, 10-25	23
News Photographer	1-4, 7-8, 10-25	18
News Producer	1-4, 7, 10, 13-17, 19-25	23
News Producer	1-4, 7-8, 10-11, 13-25	23
News Producer	1-4, 7-8, 10-11, 13-25	23
News Producer	1-4, 7-8, 10-11, 13-25	11
Weekend Anchor/Reporter	1-4, 6-7, 10, 13-25	23
Local Sales Manager	1-4, 7, 10, 13-25	23
Digital Producer	1-4, 6-7, 10, 13-25	6
Executive Producer	1-4, 7, 10-11, 13-25	18
News Producer	1-4, 6-11, 13-25	23
News Producer	1-4, 6-11, 13-25	6
News Producer	1-4, 6-11, 13-25	6
Sales Assistant	1-4, 6-8, 10, 13-25	6
Newscast Director	1-4, 6-8, 10, 13-25	6
News Producer	1-4, 7, 10-11, 13-25	11

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Recruiting Source #12/Media Alliance was dropped on March 1, 2021.

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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 : tbeauford@buffalourbanleague.org Fax : 1-716-854-8960 Thomas Beauford Jr	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	1
6	Employee Referral	N	10
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	Intracompany Transfer	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
10	JobSpider.com New York Url : http://www.jobspider.com/ Chris McGarry Manual Posting	N	1
11	Linked In	N	11
12	Media Alliance P.O. Box3474 Fort Meyers, Florida 33918 Phone : 239-652-7010 Email : bill@mediaalliance.com Bill LaPlante	N	0
13	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
14	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
15	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	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	0
17	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	14
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	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	1
21	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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	3
23	WIVB.com 2077 Elmwood Ave. Buffalo, New York 14207 Phone : (716) 844-4410 Url : http://www.wivb.com Chris Anchin Manual Posting	N	16
24	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	4
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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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	Ongoing Event	Participation in other activities designed by the station employment unit	The SEU regularly disseminated job vacancy notices, including upper-level positions, to the New York State Broadcasters Association, a media/trade organization with broad-based membership, including the participation of women and minorities. The SEU also disseminated job vacancy notifications to the New York State Department of Labor, a general job bank accessible to a broad population of its community.	4	Director of News Director of Sales Chief Engineer Marketing Director
2	3/23/2021	Participation in Job Fairs	The SEU participated at the Buffalo State College Job and Internship Fair. The 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
3	3/29/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as speaker at Canisius College Journalism class. She spoke about career decisions and job requirements.	1	Director of News
4	3/30/2021	Participation in Job Fairs	The SEU participated in the Canisius College Griff Fair at Canisius College where SEU personnel met with potential candidates regarding open positions and accepted resumes, provided information regarding employment and internship opportunities.	2	Director of News HR/Business Administrator
5	1/5/2022	Provision of training to management	The Station 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.	4	Director of News Director of Sales Chief Engineer HR/Business Administrator