

**WIVB, WNLO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2022 - January 31, 2023**

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")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|----------------------------------------------|----------------------------------------------------|-----------------------|
| Promotions Producer                          | 1-3, 5, 8-11, 13-18, 20-26                         | 23                    |
| Promotions Producer                          | 1-3, 5, 8-11, 13-18, 20-26                         | 24                    |
| Creative Services Director                   | 1-3, 5-6, 8, 10, 13-26                             | 6                     |
| IT Administrator                             | 1-3, 5, 7-11, 13-18, 20-26                         | 7                     |
| News Producer                                | 1-5, 8-11, 13-18, 20-26                            | 18                    |
| News Producer                                | 1-5, 8-11, 13-18, 20-26                            | 24                    |
| Weekend Assignment Editor/Associate Producer | 1-3, 5, 8-11, 13-18, 20-26                         | 9                     |
| Social Media Producer                        | 1-3, 5, 8, 10, 13, 15-18, 20-26                    | 24                    |
| Sales Account Executive                      | 1-3, 5, 8-18, 20-26                                | 24                    |
| Sales Account Executive                      | 1-3, 5, 8-18, 20-26                                | 24                    |
| Digital Sales Manager                        | 1-3, 5, 8-18, 20-26                                | 11                    |
| Digital Coordinator Specialist               | 1-3, 5, 8-13, 15-18, 20-26                         | 24                    |
| Digital Producer                             | 2-3, 5, 8, 10-13, 15-18, 20-26                     | 18                    |
| Digital Producer                             | 2-3, 5, 8, 10-13, 15-18, 20-26                     | 11                    |
| Digital Producer                             | 2-3, 5, 8, 10-13, 15-18, 20-26                     | 18                    |
| News Producer                                | 3, 5, 8, 10, 12-13, 15-18, 20-26                   | 18                    |
| News Producer                                | 3, 5, 8, 10, 12-13, 15-18, 20-26                   | 25                    |
| News Producer                                | 3, 5, 8, 10, 12-13, 15-18, 20-26                   | 25                    |
| News Producer                                | 3, 5, 8, 10, 12-13, 15-18, 20-26                   | 16                    |
| Multimedia Journalist Reporter               | 3, 5, 8-10, 12-13, 15-18, 20-26                    | 18                    |
| News Photographer                            | 1, 3, 5, 8-13, 15-18, 20-26                        | 24                    |
| Sports MMJ/Reporter                          | 3, 5, 8, 10, 12-13, 15-18, 20-26                   | 18                    |
| Digital Marketing Specialist                 | 3, 5, 8-10, 12-13, 15-18, 20-26                    | 18                    |
| Assignment Editor/Associate Producer         | 3, 5, 8-13, 15-18, 20-26                           | 18                    |

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

Recruiting Source #1/African American Cultural Center and #2/Buffalo Branch NAACP were dropped on May 1, 2022, #13/ Media Match on August 1, 2022, and #14/Medialine on March 1, 2022.

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| Job Title              | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|------------------------|----------------------------------------------------|-----------------------|
| News Producer          | 3, 5, 8, 10, 12-13, 15-18, 20-26                   | 18                    |
| News Photographer      | 3, 5, 8-12, 15-18, 20-26                           | 18                    |
| News Photographer      | 3, 5, 8-12, 15-18, 20-26                           | 24                    |
| News Photographer      | 3, 5, 8-12, 15-18, 20-26                           | 18                    |
| LifestyleShow Producer | 5, 8, 10-12, 15-18, 20, 22-26                      | 24                    |

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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         | <p>African American Cultural Center<br/>           350 Masten Ave<br/>           Buffalo, New York 14209<br/>           Phone : (716) 884 2013<br/>           Url : <a href="http://www.africancultural.org">http://www.africancultural.org</a><br/>           Email : <a href="mailto:aacc@wzrd.com">aacc@wzrd.com</a><br/>           Fax : 1-716-885-2590<br/>           Tina Washington-Abuebker</p> <p>Prong 2 Ended Date: 5/1/2022</p> | N                                                 | 0                                                        |
| 2         | <p>Buffalo Branch NAACP<br/>           395 E. Ferry Street<br/>           Buffalo, New York 14208<br/>           Phone : (716) 884-7242<br/>           Url : <a href="http://www.apollo3.com/naacp/">http://www.apollo3.com/naacp/</a><br/>           Email : <a href="mailto:naacp@apollo3.com">naacp@apollo3.com</a><br/>           Fax : 1-716-884-7243<br/>           Madeline Scott</p> <p>Prong 2 Ended Date: 5/1/2022</p>            | N                                                 | 0                                                        |
| 3         | <p>Buffalo Urban League<br/>           15 Genesee Street<br/>           Buffalo, New York 14203<br/>           Phone : (716) 250-2400<br/>           Url : <a href="http://www.buffalourbanleague.org/">http://www.buffalourbanleague.org/</a><br/>           Email : <a href="mailto:tbeauford@buffalourbanleague.org">tbeauford@buffalourbanleague.org</a><br/>           Fax : 1-716-854-8960<br/>           Thomas Beauford Jr</p>      | N                                                 | 0                                                        |
| 4         | CareerBuilder.com                                                                                                                                                                                                                                                                                                                                                                                                                           | N                                                 | 1                                                        |
| 5         | <p>Community Action Organization of Erie County (CAO)<br/>           70 Harvard Pl<br/>           Buffalo, New York 14209<br/>           Phone : (716) 881-5150<br/>           Url : <a href="http://www.caoec.org/">http://www.caoec.org/</a><br/>           Email : <a href="mailto:sbrown@caoec.org">sbrown@caoec.org</a><br/>           Fax : 1-716-881-2927<br/>           Sjunseeargn Brown</p>                                       | N                                                 | 0                                                        |
| 6         | Employee Referral                                                                                                                                                                                                                                                                                                                                                                                                                           | N                                                 | 2                                                        |
| 7         | GlassDoor                                                                                                                                                                                                                                                                                                                                                                                                                                   | 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 |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 8         | Hispanics United of Buffalo<br>254 Virginia St<br>Buffalo, New York 14201<br>Phone : (716) 856-7110<br>Fax : 1-716-856-9617<br>Candis Colon                                                                                                                                                                                   | N                                                 | 0                                                        |
| 9         | Indeed.com                                                                                                                                                                                                                                                                                                                    | N                                                 | 19                                                       |
| 10        | JobSpider.com<br>, New York<br>Url : <a href="http://www.jobspider.com/">http://www.jobspider.com/</a><br>Chris McGarry<br>Manual Posting                                                                                                                                                                                     | N                                                 | 2                                                        |
| 11        | Linked In                                                                                                                                                                                                                                                                                                                     | N                                                 | 16                                                       |
| 12        | Media Alliance<br>P.O. Box3474<br>Fort Meyers, Florida 33918<br>Phone : 239-652-7010<br>Email : <a href="mailto:bill@mediaalliance.com">bill@mediaalliance.com</a><br>Bill LaPlante                                                                                                                                           | N                                                 | 0                                                        |
| 13        | Media Match<br>8112 1/2 West 3rd Street<br>Los Angeles, California 90048<br>Phone : (323) 284 5589<br>Url : <a href="http://www.media-match.com/usa/">http://www.media-match.com/usa/</a><br>Tammy Romaniuk<br>Manual Posting<br><br>Prong 2 Ended Date: 8/1/2022                                                             | N                                                 | 2                                                        |
| 14        | Medialine<br>P.O. Box 51909<br>Pacific Grove, California 93950<br>Phone : 800-237-8073<br>Url : <a href="http://www.medialine.com">http://www.medialine.com</a><br>Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a><br>Fax : 1-831-648-5204<br>Mark Shilstone<br><br>Prong 2 Ended Date: 3/1/2022 | 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 |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 15        | Native American Community Services of Erie & Niagara Counties, Inc.<br>1905 Pine Ave<br>Niagara Falls, New York 14301<br>Phone : (716) 874-2797<br>Url : <a href="http://www.nacswny.org/">http://www.nacswny.org/</a><br>Email : <a href="mailto:tporter@nacswny.org">tporter@nacswny.org</a><br>Fax : 1-716-874-1874<br>Tianna Porter | N                                                 | 0                                                        |
| 16        | New York State Broadcasters Association<br>1805 Western Avenue<br>Albany, New York 12203<br>Phone : (518) 456-8888<br>Url : <a href="http://nysbroadcasters.org/">http://nysbroadcasters.org/</a><br>Email : <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a><br>Fax : 1-518-456-8943<br>Carolyn Jung           | N                                                 | 5                                                        |
| 17        | New York State DOL Job Bank<br>Harriman Campus, Building 12, Rm 436<br>Albany, New York<br>NYS Dept of Labor<br>Manual Posting                                                                                                                                                                                                          | N                                                 | 0                                                        |
| 18        | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting                                                                                                                                                                                     | N                                                 | 29                                                       |
| 19        | Nexstar's Facebook Page                                                                                                                                                                                                                                                                                                                 | N                                                 | 1                                                        |
| 20        | Northwest Buffalo Community Center<br>155 Lawn Ave<br>Buffalo, New York 14207<br>Phone : (716) 876-8108<br>Url : <a href="http://www.nwbccinc.org/index.html">http://www.nwbccinc.org/index.html</a><br>Email : <a href="mailto:kzimmer@nwbccinc.org">kzimmer@nwbccinc.org</a><br>Fax : 1-716-876-5048<br>Kimberly Zimmer               | 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 |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 21        | Syracuse University<br>210 Steele Hall<br>Syracuse, New York 13244<br>Phone : 315.443.1870<br>Email : hrservic@syr.edu<br>Fax : 1-315-443-2268<br>Student Employment Services N/A                                                                                                                                    | N                                                 | 0                                                        |
| 22        | The Buffalo Employment and Training Center (BETC)<br>77 Goodell Street<br>Buffalo, New York 14203<br>Phone : 716-856-8139 ext3412<br>Url : <a href="http://www.workforcebuffalo.org/default.asp">http://www.workforcebuffalo.org/default.asp</a><br>Email : dlloyd@wdcinc.org<br>Fax : 1-716-856-5670<br>David Lloyd | N                                                 | 0                                                        |
| 23        | TV Jobs<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Email : admin@tvjobs.com<br>Fax : 1-760-754-2115<br>Mark Holloway                                                                                              | N                                                 | 2                                                        |
| 24        | WIVB.com<br>2077 Elmwood Ave.<br>Buffalo, New York 14207<br>Phone : (716) 844-4410<br>Url : <a href="http://www.wivb.com">http://www.wivb.com</a><br>Chris Anchin<br>Manual Posting                                                                                                                                  | N                                                 | 19                                                       |
| 25        | WNY Association of College Career Centers<br>18 Agassiz Circle<br>Buffalo, New York 14214<br>Phone : (716) 880-2145<br>Url : <a href="http://www.wnyacc.org/home.aspx">http://www.wnyacc.org/home.aspx</a><br>Email : wp9@buffalo.edu<br>Ron Beiter                                                                  | N                                                 | 6                                                        |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b>                                                                                                                                                                                           | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 26                                             | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N                                                                    | 0                                                                           |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                                                                                                                                                                                                                 |                                                                      | <b>105</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 | 2/1/2022    | Listing of each upper-level category opening in a job bank or newsletter       | 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.<br>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.                    | 2                                   | HR/Business Administrator<br>news Director                                            |
| 2 | 2/1/2022    | Establishment of an intern program designed to assist members of the community | 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.<br><br>The SEU Hosted (3) interns from Medaille University, West Virginia University, and Buffalo State College during the Summer 2022 semester, and (2) interns from Canisius College, and the University at Buffalo during the Spring 2022 semester. | 4                                   | Assistant News Director<br>News Director<br>Chief Engineer<br>Marketing Director      |
| 3 | 3/22/2022   | Participation in Job Fairs                                                     | The SEU participated at the Buffalo State College Job & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.                                                                                                                                                                                                                                      | 2                                   | Director of News<br>HR/Business Administrator                                         |
| 4 | 1/17/2023   | Establishment of training programs for station personnel                       | 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.                                                                                                                                                                                             | 10                                  | Local Sales Manager<br>Marketing Director<br>News Director<br>Assistant News Director |