

WETM
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 Open Date: 10/30/2017 Hire Date: 2/9/2018	1-6, 8-18, 21-23, 25-45, 47-49, 51-52	15
Account Executive Open Date: 10/30/2017 Hire Date: 4/16/2018	1-6, 8-18, 21-23, 25-45, 47-49, 51-52	26
Production Assistant Open Date: 1/11/2018 Hire Date: 5/20/2018	4, 8-9, 11, 13-14, 16-18, 22, 25-27, 29, 33, 35-37, 39-40, 47-49, 52-53	26
Reporter/ Multimedia Journalist Open Date: 2/19/2018 Hire Date: 4/23/2018	2, 4, 8-9, 11, 13-18, 22, 25-27, 29, 33, 35-37, 39-40, 47-49, 52-53	52
News Director Open Date: 3/6/2018 Hire Date: 6/25/2018	4, 8-9, 11, 13-19, 22, 25-27, 29, 33, 35- 37, 39-40, 47-50, 52-53	33
Reporter/ Multimedia Journalist Open Date: 3/16/2018 Hire Date: 6/4/2018	4, 8-9, 11, 13-17, 19, 22, 24-27, 29, 33, 35-37, 39-40, 47-50, 52-53	33
Reporter/ Multimedia Journalist Open Date: 3/16/2018 Hire Date: 6/18/2018	4, 8-9, 11, 13-17, 19, 22, 24-27, 29, 33, 35-37, 39-40, 47-50, 52-53	24
Reporter/ Multimedia Journalist Open Date: 3/16/2018 Hire Date: 5/21/2018	4, 8-9, 11, 13-17, 19, 22, 24-27, 29, 33, 35-37, 39-40, 47-50, 52-53	15
Executive Assistant Open Date: 4/25/2018 Hire Date: 6/18/2018	2, 4, 8-9, 11, 13-14, 16-17, 19, 22, 25- 27, 29, 33, 35-37, 39-40, 46-49, 52-53	2
News Producer Open Date: 4/30/2018 Hire Date: 6/1/2018	2, 4, 7-9, 11, 13-14, 16-17, 22, 25-27, 29, 33, 35-37, 39-40, 47-49, 52-53	33
Meteorologist/Multi-Media Journalist Open Date: 7/17/2018 Hire Date: 8/13/2018	4, 7-9, 11, 13-14, 16-17, 22, 25-27, 29, 33, 35-37, 40, 47-49, 52-53	33
Multi-Media Journalist Open Date: 8/2/2018 Hire Date: 11/12/2018	4, 7-9, 11, 13-17, 22, 25-27, 29, 33, 35- 37, 40, 47-49, 52-53	15

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Multi-Media Journalist Open Date: 8/2/2018 Hire Date: 9/10/2018	4, 7-9, 11, 13-17, 22, 25-27, 29, 33, 35-37, 40, 47-49, 52-53	36
Production Assistant Open Date: 8/28/2018 Hire Date: 10/23/2018	4, 7-9, 11, 13-17, 22, 25-27, 29, 33, 35-37, 40, 47-49, 52-53	15
Meteorologist/Multi-Media Journalist Open Date: 9/12/2018 Hire Date: 10/15/2018	4, 7-9, 11, 13-14, 16-17, 22, 25-27, 29, 33, 35-37, 40, 47-49, 52-53	33
Main News Anchor Open Date: 9/19/2018 Hire Date: 10/9/2018	4, 7-9, 11, 13-14, 16-17, 20, 22, 25-27, 29, 33, 35-37, 40, 47-49, 52-53	20
Digital Correspondent Open Date: 9/19/2018 Hire Date: 10/15/2018	4, 7-9, 11, 13-14, 16-17, 22, 25-27, 29, 33, 35-37, 40, 47-49, 52-53	33
AM Anchor/Reporter Open Date: 9/19/2018 Hire Date: 10/15/2018	4, 7-9, 11, 13-14, 16-17, 20, 22, 25-27, 29, 33, 35-37, 40, 47-49, 52-53	20

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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	Abilities, Inc. 201 I.U. Willets Rd. Albertson, New York 11507 Phone : 516-465-1546 Fax : 1-516-747-2046 Anita Zimmerman	N	0
2	Advertisement-TV	N	4
3	Amsterdam News 2340 Fred Douglas Blvd. New York, New York 10027 Phone : 212-932-7400 Email : amnewspress@aol.com Fax : 1-212-932-7467 Elinor Tatum	N	0
4	Broome County Community College 907 Upper Front St. Binghamton, New York 13905 Phone : 607-778-5717 Gina Chase Manual Posting	N	0
5	C.O.R.E. Job Bank 817 Broadway 3rd Floor New York, New York 10003 Phone : 212-598-4000 Email : corenyc@aol.com Fax : 1-212-529-3568 Torri Lucas	N	0
6	CareerBuilder.com	N	1
7	Columbia College Chicago 618 S Michigan Ave. 1st Floor Chicago, Illinois 60605 Phone : 312-369-7457 Isabeau Dornevil Manual Posting	Y	0
8	Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-2723 Rebecca Sparrow Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Corning Community College 1 Academic Drive Corning, New York 14830 Phone : 607-962-9222 Url : http://www.corning-cc.edu Email : careers@corning-cc.edu Carol Carter	N	0
10	Corporate Diversity Search, Inc. P.O. Box 1086 Webster, New York 14580 Phone : (585) 787-0537 Url : www.corpdiversitysearch.com Email : oates@corpdiversitysearch.com Fax : (585) 787-1321 Diane Oates	N	0
11	Economic Opportunity Program 650 Baldwin Street Elmira, New York 14901 Phone : 607-734-6174 Email : alewis@cseop.org Anita Lewis	N	0
12	EFAP New York c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : efap@nyit.edu Fax : 1-212-261-1717 Gabriela Menier	N	0
13	Elmira Business Institute Langdon Plaza 303 North Main St. Elmira, New York 14901 Phone : 607-733-7177 Email : pmorse@ebi.edu Patty Morse	N	0
14	Elmira College 1 Park Place Elmira, New York 14901 Phone : 607-735-1724 Julie Fielding Manual Posting	N	0
15	Employee Referral	N	9

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16	GST BOCES 459 Philo Road Elmira, New York 14903 Phone : 607-795-5320 Email : lroof@gstboces.org Susan Pawlak	N	0
17	Howard University 525 Bryant St. NW Suite 212 Washington, District of Columbia 20059 Phone : 202-806-7513 Email : howardcareerservices@gmail.com Artemis Koger	N	0
18	IATSE Local 289 Local Union At WETM-TV Box 1147 Elmira, New York 14902 Phone : 607-733-1290 Email : dsiskin@stny.rr.com David Siskin	Y	0
19	Indeed.com	N	5
20	Internal Promotion	N	2
21	Ithaca College 1101 Gannett Center Ithaca, New York 14850 Phone : 607-274-1687 Email : jobline@ithaca.edu Fax : 1-607-274-1688 John Fracchia	N	0
22	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Caryanne Keenan Manual Posting	N	0
23	Lehman College, Career Services Center 250 Bedford Park Blvd., West Bronx, New York 10468 Phone : 718-960-8366 Email : nancyc@lehman.cuny.edu Fax : 1-718-960-7887 Nancy Ann Cintron	N	0
24	Linked In	N	1

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25	Manpower 1325 College Avenue Suite 1 Elmira, New York 14901 Phone : 607-734-1503 Email : james.kettell@manpower.com Jim Kettell	Y	0
26	Mansfield University 9 Swan Street Mansfield, Pennsylvania 16993 Phone : 570-662-4914 Email : nlefelho@mansfield.edu Nicole Lefelhoc	N	3
27	MediaLine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
28	Mercy College 555 Broadway Dobbs Ferry, New York 10522 Phone : 914-674-7203 Email : mbusetti@mercy.edu Fax : 1-914-693-9455 Marguerite Busetti	N	0
29	Natl. Assoc. of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : http://www.nabj.org Email : bobbutler7@comcast.net Drew Berry	N	0
30	New York State Department of Labor 25-01 Queens Plaza North Long Island City, New York 11101 Phone : 718-906-5584 Email : stuart.goldberg@labor.state.ny.us Fax : 1-718-937-2239 Stuart Goldberg	N	0

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31	New York Urban League 204 W. 136th St. New York, New York 10030 Phone : 212-926-8000 x10 Email : nyulfsjr@aol.com Fax : 1-212-690-4794 Frank Stewart	N	0
32	New York Work Alliance 65 Broadway 2nd Floor New York, New York 10006 Phone : 212-742-1000 Email : kmaranets@nyworkalliance.org Fax : 1-212-509-3173 Kira Maranets	N	0
33	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25
34	NYMRAD 261 Madison Ave. 23rd Floor New York, New York 10016 Phone : 646-254-4493 Email : db@nymrad.org Fax : 1-646-254-4498 Deborah Beagan	N	0
35	NYS Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : info@nysbroadcasters.org Carolyn Jung	N	0
36	NYS Department of Labor 318 Madison Ave. Elmira, New York 14901 Phone : 607-238-5730 Email : labordewselmira@labor.ny.gov Daniel Porter	N	1

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37	Onondaga Community College 4585 W. Seneca Turnpike Syracuse, New York 13215 Phone : 315-498-2585 Michele Carey Manual Posting	N	0
38	Orange County Community College Career Services Office 115 South St. Middletown, New York 10942 Phone : 845-341-4087 Email : careers@sunyorange.edu Fax : 1-845-341-4087 Petra Wege-Beers	N	0
39	Peace Inc. 93 Syracuse St. # 700 Baldwinsville, New York 13027 Phone : 315-638-1051 Email : michelle.kasprzak@peace-caa.org Michelle Kasprzak	N	0
40	Penn State University 101 Innovation Blvd. Suite 213h University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : spk17@psu.edu Bob Orndorff	N	0
41	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0
42	Queens Educational Opportunity 158-29 Archer Ave. Jamaica, New York 11433 Phone : 718-725-3336 Email : n.williams.qns@eoc.cuny.edu Fax : 1-718-658-5604 Nathan Williams	N	0

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43	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : ss221@columbia.edu Fax : 212-854-7837 S. Sreenivasan	N	0
44	St. John's University 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-1327 Email : careers@stjohns.edu Fax : 1-718-969-0446 Julia Tramonti	N	0
45	St. Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Fax : 1-845-398-4151 Rachel Jackiewicz	N	0
46	Station's Facebook Page	N	1
47	Syracuse University 303 University Pl. Suite 235 Syracuse, New York 13244 Phone : 315-443-9016 Mike Cahill Manual Posting	N	0
48	Tompkins-Cortland Comm. College 170 North Street P.O. Box 139 Dryden, New York 13053 Phone : 607-844-8222 Email : evenert@tc3.edu Teri Evener	N	0
49	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-237-8073 Mark Holloway Manual Posting	N	2
50	TVJobs.com	N	2

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51	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-747-0612 Fax : 212-820-0157 Executive Director	N	0
52	WETM Web site 101 E. Water St. Elmira, New York 14901 Phone : 607-733-5518 Url : http://www.mytwintiers.com Marci Daniels Manual Posting	N	5
53	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:			61

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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	2/5/2018	Participation in other activities designed by the station employment unit	The Station has an established job shadow program that provides participants with an opportunity to observe various broadcast positions first hand and to review and discuss associated job and skill set requirements to pursue such careers. The Station hosted six participants during the spring 2018 semester from Watkins Glen High School (2), Horseheads High School, Elmira High School, Mansfield University, and New York University. The Station hosted ten participants during the fall 2018 semester from Elmira College (2), State University of New York at Corning Community College, Watkins Glen High School, Waverly High School, Sayre High School (2), Addison High School (2), and Hornell High School. The Station hosted 25 participants during the winter 2018 semester from Greater Southern Tier Board of Cooperative Educational Services.	14	Creative Services Manager News Director Sales Director Sports Director
2	2/12/2018	Establishment of an intern program designed to assist members of the community	The Station has an established internship program to provide students with real-life work experience in the broadcast industry. The station hosted four interns during the 2018 winter and spring semesters from Corning Community College, York College, Ithaca College, and Addison Central High School. The Station hosted two interns during the 2018 summer semester from Nazareth College and Steuben County New York Employment Services Program/New York State Office of Temporary & Disability Assistance.	7	Creative Services Manager Sports Director News Director General Manager
3	4/4/2018	Participation in Job Fairs	The Station participated in the Employers' Day Job Fair during spring 2018 at Greater Southern Tier Board of Cooperative Educational Services.	1	Creative Services Manager

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4	5/16/2018	Participation in other activities designed by the station employment unit	The Station participated in an experiential learning experience at Elmira College. The event provided Entertainment, Media, Sports Marketing students with an opportunity to discuss careers in the industry with a focus on broadcast marketing and production.	2	Creative Services General Manager
5	8/8/2018	Participation in other activities designed by the station employment unit	The Station hosted local businesses with educational recruitment seminars on State of the Workforce/Recruiting to assist them in finding qualified candidates for their positions which was presented by our digital/HYFN specialists on August 8, 2018 and August 9, 2018.	15	Director of Sales General Manager Director of Creative Services & Programming Integrated Digital Specialist
6	10/12/2018	Participation in other activities designed by the station employment unit	The Station managers met with Mansfield University students to discuss career opportunities and desirable skill sets for television broadcasting.	2	Director of Creative Services & Programming News Director