

**WIVB, WNLO**  
**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
News Producer	2, 4-6, 9, 12-13, 16-17, 19-23, 26-30, 32-33	26
Investigative News Producer	2, 4-6, 8-11, 13, 16-17, 19-23, 27-30, 32-33	8
Multi Media Journalist/Reporter	2, 4-6, 8-9, 13, 16-17, 19-23, 27, 29-30, 32-33	32
Sales Account Executive	2, 4-6, 9-10, 13, 15-23, 27-30, 32-34	32
Sales Account Executive	2, 4-6, 9-10, 13, 15-23, 27-30, 32-34	15
Promotions Producer-Videographer/Editor	2, 4-6, 8-10, 13, 16-17, 19-23, 27, 29- 30, 32-34	8
News Producer	2-6, 9, 13, 16-17, 19-23, 26-27, 29-30, 32-34	26
Assignment Desk Editor	2-7, 9, 13, 16-17, 19-23, 27, 29-34	7
Multi Media Journalist	2, 4-9, 13, 16-17, 19-23, 25, 27-30, 32- 34	25
Multi Media Journalist	2, 4-9, 13, 16-17, 19-23, 25, 27-30, 32- 34	7
Sports Multi Media Journalist	2, 4-6, 8-9, 13, 16-17, 19-24, 27, 29-34	32
Broadcast Sales Assistant	2, 4-6, 8-9, 13, 16-17, 19-23, 27, 29-30, 32-34	32
Graphic Artist	1-2, 4-6, 9-10, 13, 16-17, 19-23, 27, 29- 30, 32-34	32
Anchor/MultiMedia Journalist	2, 4-6, 9-10, 13, 16-17, 19-23, 27-30, 32-34	22
Digital Sales Manager	2, 4-6, 9, 13-17, 19-23, 27-30, 32-34	14
News Producer	2, 4-6, 9, 13, 16-17, 19-23, 27-30, 32- 34	32
Sales Assistant	2, 4-6, 9-10, 13, 16-17, 20-23, 27, 29- 30, 32-34	10
Promotions Producer-Videographer-Editor	2, 4-6, 9-10, 13, 16-17, 19-23, 27, 29- 30, 32-34	32

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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	AAF Buffalo P.O. Box 366 Buffalo, New York 14207 Phone : 716-693-3807 Url : aafbuffalo.com Dan Nesselbush Manual Posting	N	0
2	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 Alicia Banner	N	0
3	BEA-Broadcast Education Association 17710N Street NW Washington, District of Columbia 20036 Phone : (202) 429-5355 Url : <a href="http://www.beaweb.org/wp/">www.beaweb.org/wp/</a> John Hendricks Manual Posting	N	0
4	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
5	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	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 Sjunseeagn Brown	N	0
7	Educational Institution	N	2
8	Employee Referral	N	9
9	Hispanics United of Buffalo 254 Virginia St Buffalo, New York 14201 Phone : (716) 856-7110 Fax : 1-716-856-9617 Candis Colon	N	0
10	Indeed.com	N	15
11	Investigative Reporters and Editors, Inc 141 Neff Annex Columbia, Missouri Phone : 573-882-2042 Url : <a href="http://www.ire.org">www.ire.org</a> Career Listing Manual Posting	N	0
12	Job Fair	N	1
13	JobSpider.com New York Url : <a href="http://www.jobspider.com/">http://www.jobspider.com/</a> Chris McGarry Manual Posting	N	0
14	Linked In	N	5
15	Linkedin 2029 Stierlin Ct Mountain View, California Phone : 650-687-3600 Career Listings Manual Posting	N	3

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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
16	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	0
17	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	0
18	MediaRecruiter.com 9457 So. University #303 Highlants Ranch, Colorado 80126 Phone : 303.400.5150 Url : <a href="http://www.MediaRecruiter.com">www.MediaRecruiter.com</a> Art Scott Manual Posting	N	0
19	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
20	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	0

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21	New York State DOL Job Bank Harriman Campus, Building 12, Rm 436 Albany, New York NYS Dept of Labor Manual Posting	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
23	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
24	Professional/Industry Trade Organization	N	1
25	Re-hire	N	1
26	State/Local Employment Agency	N	2
27	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
28	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Fax : 1-410-544-4640 Office Manager Office Manger	N	0

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29	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:dlloyd@wdcinc.org">dlloyd@wdcinc.org</a> Fax : 1-716-856-5670 David Lloyd	N	0
30	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
31	TVJobs.com	N	2
32	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	24
33	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	0
34	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>76</b>

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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	2/3/2018	Participation in Job Fairs	The SEU participated in the Buffalo Broadcasters Association Job Fair at the Millennium Hotel Buffalo where SEU personnel met with potential candidates regarding open positions and accepted resumes, provided information regarding employment and internship opportunities.	3	HR/Business Administrator News Manager News Director
2	3/8/2018	Participation in Job Fairs	The SEU participated in the Spring Job +Internship Fair 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.	3	HR/Business Administrator Local Sales Director Digital Sales Director
3	3/13/2018	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.	2	HR/Business Administrator Chief Engineer
4	3/15/2018	Participation in Job Fairs	The SEU participated in the Canisius College Griff Fair 2018 at Canisius College where SEU personnel met with potential candidates regarding open positions and accepted resumes, provided information regarding employment and internship opportunities.	2	HR/Business Administrator News Director
5	3/24/2018	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	4/18/2018	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	HR/Business Administrator Director of Sales

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7	10/22/2018	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	HR/Business Administrator Chief Engineer
8	1/17/2019	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 Buffalo State College, University at Buffalo and Medaille College, during the 2018 Spring Semester, and 2 interns, from Canisius College and University at Buffalo, during the 2018 Summer Semester, and 3 interns, from Canisius College and Medaille College, during the 2018 Fall Semester.</p>	2	News Manager Chief Engineer