

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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
Multi-Media Journalist	2, 4-15, 17-18, 20-26, 29-30, 32-42, 44-51, 53-55, 57-60, 62-64, 66-67, 69-72	22
Multi-Media Journalist	2, 4-15, 17-18, 20-26, 29-30, 32-42, 44-51, 53-55, 57-60, 62-64, 66-67, 69-72	30
Photo/Editor/Live Truck Operator	2, 4-18, 20-21, 23-26, 28, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	28
Television Account Executive	2, 4-13, 15-18, 20-27, 32-35, 37-42, 44-51, 53-55, 57-60, 62-64, 66-67, 69-72	22
Television Account Executive	2, 4-13, 15-18, 20-21, 23-27, 32-35, 37-42, 44-51, 53-55, 57-60, 62-64, 66-67, 69-72	27
Master Control Operator -- Full-Time	2, 4-13, 15-18, 20-21, 23-26, 28, 32-35, 37-42, 44-55, 57-60, 62-64, 66-67, 69-72	28
Photo/Editor/Live Truck Operator	2, 4-18, 20-21, 23-26, 32-42, 44-55, 57-60, 62-64, 66-67, 69-71	71
News Producer	2, 4-13, 15-18, 20-26, 32-42, 44-51, 53-55, 57-60, 62-63, 66-67, 69-72	22
Mass Appeal Host/Assoc. Producer	1-2, 4-18, 20-26, 32-55, 57-62, 64, 66-67, 69-72	43
Promotion Producer/Editor	1-2, 4-21, 23-28, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	28
Promotion Producer/Editor	1-2, 4-21, 23-28, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	27
Master Control Operator	1-2, 4-18, 20-26, 30, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	30
Master Control Operator -- Full-Time	1-2, 4-18, 20-21, 23-26, 30, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	30
Digital Account Executive	1-2, 4-18, 20-21, 23-27, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	27
Integrated Digital Specialist	1-2, 4-18, 20-21, 23-27, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	27
Television Account Executive	1-2, 4-18, 20-21, 23-27, 30, 32-42, 44-55, 57-60, 62-64, 66-67, 69-72	27
Creative Services Producer/Editor	1-2, 4-18, 20-21, 23-27, 31-55, 57-60, 62-64, 66-67, 69-72	27

WWLP/WFXQ-CD
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Evening Digital Producer	1-2, 4-18, 20-21, 23-26, 32-55, 57-60, 62-64, 66-67, 69-72	43
News Producer	1-2, 4-18, 20-26, 32-55, 57-60, 62-64, 66-67, 69-72	22
Photo/Editor/Live Truck Operator	1-2, 4-18, 20-21, 23-26, 28, 32-55, 57- 60, 62-67, 69-72	28
Television Account Executive	1-2, 4-18, 20-27, 30-55, 57-60, 62-67, 69-72	31
Multi-Media Journalist	1-2, 4-18, 20-27, 32-34, 36-55, 57-60, 62-72	20
Multi-Media Journalist	1-2, 4-18, 20-27, 32-34, 36-55, 57-60, 62-72	27
Broadcast Engineering Technician	1-2, 4-18, 20-21, 23-28, 32-34, 36-55, 57-60, 62-67, 69-72	28
Receptionist/Office Assistant	1-2, 4-18, 20-27, 31-34, 36-60, 62-67, 69-72	22
Assignment Editor	1-2, 4-18, 20-21, 23-28, 32-34, 36-55, 57-60, 62-67, 69-72	28
Digital Producer	1-2, 4-18, 20-21, 23-28, 32-34, 36-55, 57-60, 62-67, 69-72	28
News Producer	1-18, 20-21, 23-27, 31-34, 36-55, 57- 60, 62-67, 69-72	27
News Producer	1-18, 20-21, 23-27, 31-34, 36-55, 57- 60, 62-67, 69-72	31

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Graeme Newell Manual Posting	N	0
2	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone : 413-755-1309 Fax : 1-413-755-1322 Nancy Creed	N	0
3	Advertisement-TV	N	2
4	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone : 413-205-3237 Url : www.aic.edu Email : saremicenter@aic.edu Tricia Love-Walsh	Y	0
5	Bay Path College Blake Student Commons-Lower Level 588 Longmeadow Street Longmeadow, Massachusetts 01106 Phone : 413-565-1049 Email : careers@baypath.edu Caitlin Anable	Y	0
6	Boston University King Center 19 Deerfield Street Boston, Massachusetts 02215 Phone : 617-353-2650 David McDonough Manual Posting	Y	0
7	Brandeis University 415 South Street Waltham, Massachusetts 02454 Phone : 781-736-3614 Angela Chau Manual Posting	Y	0

WWLP/WFXQ-CD**EEO PUBLIC FILE REPORT**

November 24, 2016 - November 22, 2017

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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	Bristol Community College 777 Elsbree Street Fall Rivere, Massachusetts 02720 Phone : 508-678-2811 Career Center Manual Posting	N	0
9	Bunker Hill Community College 250 New Rutherford Avenue Boston, Massachusetts 02129 Phone : 617-228-2245 Url : www.bhcc.mass.edu Jacqueline Kiddy Manual Posting	Y	0
10	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone : 413-747-0204 Fax : 1-413-747-0613 Shauna Williams	Y	0
11	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Email : thuff@capecod.edu Career Services	Y	0
12	CareerPoint 850 High Street Holyoke, Massachusetts 01040 Phone : 413-322-7176 Url : www.careerpointgma.org Robert Wojcik Manual Posting	N	0
13	Center for Human Development 332 Birnie Avenue Spfld, Massachusetts 01107 Phone : 413-733-6624 Url : http://chd.org Fax : 1-413-746-4657 Michelle Jarvis	N	0

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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14	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Michael Bille Manual Posting	N	0
15	College of Saint Rose 432 Western Avenue St. Joseph Hall - 3rd Floor Albany, New York 12203-1490 Phone : 518-454-5141 Url : www.strose.edu Paula Borkowski Manual Posting	Y	0
16	Craigslist NA San Francisco, California Url : www.craigslist.com Jim Buckmaster Manual Posting	N	0
17	CT School of Broadcasting Media Park 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Email : lgaray@gocsb.com Lorena Garay	Y	0
18	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone : 203-378-5155 Email : jscussell@gocsb.com Josh Scussell	Y	0
19	Current Employee	N	1
20	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	1

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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21	Emmy Online National Academy of Television Arts & Sciences 1697 Broadway, Suite #404 New York, New York 10019 Phone : 212-586-8424 Url : www.emmyonline.org Email : rlazo@emmyonline.tv Robert Lazo	N	0
22	Employee Referral	N	12
23	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0
24	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Career Services Manual Posting	Y	0
25	Greater Chicopee Chamber of Commerce 264 Exchange Street Chicopee, Massachusetts 01013 Phone : 413-594-2101 Url : www.chicopeechamber.org Email : eileendrumm@chicopeechamber.org Eileen Drumm	Y	0
26	Holyoke Community College 322 Kittredge Business Center 303 Homestead Avenue Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : www.hcc.edu Richard Powers Manual Posting	Y	0
27	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Paul Forster Manual Posting	N	12

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Internal Promotion	N	7
29	Job Fair	N	1
30	Job/Bulletin Board	N	6
31	Linked In	N	5
32	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Fax : 1-413-746-5646 Brenda Frye	Y	0
33	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-662-5333 Email : Career@mcla.edu Manat Wooten	Y	0
34	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : www.massbroadcasters.org Jordan Walton Manual Posting	Y	0
35	Mayor's Community on Women (REMOVED 5/22/17) City Hall Plaza Boston, Massachusetts 02201 Phone : 617-635-4000 Email : bostonwomen@cityofboston.gov Marie Turley	Y	0
36	MediaLine 1209 Wood Valley Road Augusta, California 30909 Phone : 706-364-7564 Rich Everitt Manual Posting	N	0
37	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	Y	0

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	NAMIC (ADDED 11/20/15) 50 Broad Street Suite 1801 New York, New York 10004 Phone : 212-594-5985 Url : www.namic.com Susan Waldman Manual Posting	N	0
39	National Alliance of State Broadcasters (ADDED 3/1/16) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzan Strong Manual Posting	N	0
40	New Directions 181 Hillman Street New Bedford, Massachusetts Phone : 508-979-1616 Email : cleary@newdirectionsct.org Fax : 1-508-979-1656 Jessie Ealy	Y	0
41	New England Business Associates 66 Industry Avenue Suite 11 Springfield, Massachusetts 01104 Phone : 413-272-5562 Url : www.nebaworks.com Email : kahntapaht.sukhumhaadthaneai@nebaworks.com Kahntapaht Sukhumhaadthaneai	Y	0
42	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Pat Blakemore Manual Posting	Y	0
43	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8

WWLP/WFXQ-CD**EEO PUBLIC FILE REPORT**

November 24, 2016 - November 22, 2017

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44	Our Lady of the Elms College 291 Springfield Street Chicopee, Massachusetts 01013 Phone : 413-265-2272 Phyllis Williams-Thompson Manual Posting	Y	0
45	Partners for Community 11-13 Hampden Street Spfld, Massachusetts 01103 Phone : 413-272-2200 Fax : 1-413-731-5399 N/A N/A	Y	0
46	Puerto Rican Veteran's Assoc. 281 Franklin Street Springfield, Massachusetts 01104 Phone : 413-731-0194 Fax : 1-413-736-2008 Gumersino Gomez	Y	0
47	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 April McLynn Manual Posting	N	0
48	Rhode Island College 600 Mount Pleasant Avenue Providence, Rhode Island 02908 Phone : 401-456-8031 Url : www.ric.edu Linda Kent Davis Manual Posting	Y	0
49	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Career Services Manual Posting	Y	0
50	Rutgers University 249 University Avenue Newark, New Jersey 07102 Phone : 848-445-7287 Url : www.rutgers.edu Mary Beth Kimberlin Manual Posting	Y	0

WWLP/WFXQ-CD**EEO PUBLIC FILE REPORT**

November 24, 2016 - November 22, 2017

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51	Salem State University 352 Lafayette Street Ellison Campus Center Salem, Massachusetts 01970 Phone : 978-542-6407 Lisa Morency Manual Posting	N	0
52	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones Manual Posting	N	0
53	South End Citizens Council 549 Main Street Springfield, Massachusetts 01105 Phone : 413-732-5105 Email : angelinasecc@aol.com Fax : 1-413-732-5105 Angelina Florian	Y	0
54	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services	N	0
55	Springfield Tech. Community College Coop. Education/Career Services & Transfer Affairs P.O. Box 9000, Suite 1 Springfield, Massachusetts 01102-9000 Phone : 413-755-4464 Url : www.stcc.edu Email : pjwhite@stcc.edu PJ White	Y	1
56	State/Local Employment Agency	N	1
57	SUNY New Paltz 1 Hawk Drive New Paltz, New York 12561 Phone : 845-257-3265 Email : dalyc@newpaltz.edu Christine Daly	Y	0

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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58	The New Eng. Institute of Art 10 Brookline Place West Brookline, Massachusetts 02445 Phone : 617-582-4443 Email : jlay@aia.edu John Lay	Y	0
59	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.commnet.edu Kim James	Y	0
60	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com TVJobs tvjobs Manual Posting	N	0
61	Twitter	N	1
62	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Sharon Jefferson Manual Posting	Y	0
63	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 06105 Phone : 860-527-0147x263 Email : tclarke@ulgh.org Thomas Clarke, II	Y	0
64	Urban League of Springfield, Inc. 756 State Street Springfield, Massachusetts 01109 Phone : 413-739-7211 Fax : 1-413-732-9364 Andrew Cade	Y	0

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

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65	Veterans Inc. (ADDED 5/19/17) 1 Federal Street Building 101 Springfield, Massachusetts 01105 Phone : 508-546-1255 Email : christiandiluzio@veteransinc.org Christian DiLuzio	N	0
66	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Deborah Pace Manual Posting	Y	0
67	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Maureen McCartney Manual Posting	Y	0
68	Westfield State University - JOB FAIR 577 Western Avenue P.O. Box 1630 Westfield, Massachusetts 01086 Phone : 413-572-5206 Url : www.westfield.ma.edu Email : jserra@westfield.ma.edu Jennifer Serra	N	1
69	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone : 413-597-3019 Kristen McCormack Manual Posting	N	0
70	Work Opportunity Center, Inc. P.O. Box 3040 Agawam, Massachusetts 01001 Phone : 413-786-8830 Email : rwwoc@yahoo.com Fax : 1-413-789-6771 Richard Wright	N	0

WWLP/WFXQ-CD**EEO PUBLIC FILE REPORT**

November 24, 2016 - November 22, 2017

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71	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-37-2235 Url : www.wwlp.com Kathy Stewart Manual Posting	Y	13
72	YMCA of Greater Springfield 275 Chestnut Street Springfield, Massachusetts 01104 Phone : 413-206-5500 Email : jparslow@springfielddy.org Janet Parslow	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

WWLP/WFXQ-CD

EEO PUBLIC FILE REPORT

November 24, 2016 - November 22, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/8/2017	Participation in scholarship programs	Station financially supports, provides advertising, and participates in recipient selection for the Mass. Broadcasters Association Scholarship Program.	1	VP & General Manager
2	3/8/2017	Participation in Job Fairs	Station participated in the Westfield State University Career Fair, and financially supported advertisement in the Fair program booklet.	2	News Director Production Manager
3	3/20/2017	Participation in Job Fairs	Station participated in Q1 Virtual JOB FAIR hosted by Mass. Broadcasters Assoc. It was from March 20-24, 2017.	2	VP & General Manager News Director
4	3/29/2017	Participation in Job Fairs	Station participated in the College Career Centers of Western Mass. Job Fair, whose purpose is to promote career development and assist students/alumni with their career endeavors.	2	News Director Head Photographer
5	4/20/2017	Participation in scholarship programs	Station participated and financially supported the Valley Press Club Scholarship, which is designed to assist students interested in pursuing a career in broadcasting.	2	VP & General Manager Head Meteorologist
6	5/15/2017	Participation in events or programs sponsored by educational institutions	The station hosted two students from Pope Francis High School for a two week job shadow program.	1	Production Manager
7	5/30/2017	Establishment of an intern program designed to assist members of the community	Station hosted an intern in summer semester 2017 from Westfield State University. The station also hosted an internship for the fall semester 2017 from Fitchburg State University.	4	VP & General Manager Production Manager News Director Promotion Director
8	7/17/2017	Participation in Job Fairs	Station participated in Q3 Virtual JOB FAIR hosted by Mass. Broadcasters Assoc. It was from July 17-21, 2017.	2	VP & General Manager News Director
9	10/4/2017	Participation in Job Fairs	News Director and a Reporter participated in the Western New England Univ. Fall Career and Internship Fair.	2	News Director Anchor/Reporter
10	10/23/2017	Participation in Job Fairs	Station participated in Q4 Virtual JOB FAIR hosted by Mass. Broadcasters Assoc. It was from Oct. 23-27, 2017.	2	VP & General Manager News Director
11	11/3/2017	Participation in Job Fairs	Station participated in a Veteran & Military Employment Fair with the purpose of sharing with veterans the opportunities available in the broadcasting field.	3	News Director Reporter Production Manager