

**WBGH-CD, WIVT-DT 2018 FCC EEO  
EEO PUBLIC FILE REPORT  
February 1, 2017 - January 31, 2018**

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
Master Control Op/Creative Services Assistant	1-8, 10-12, 14-16, 19-21, 23-24, 26-35	14
Digital Marketing Manager	1-8, 10-12, 15-16, 18-21, 23-24, 26-35	4
Integrated Digital Specialist	1-8, 10-12, 15, 17-21, 23-24, 26-35	17
Account Executive	1-6, 8-13, 15-16, 18-35	25
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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	Adam Goodman Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : 203-341-0111 Email : adam@goodsentertainment.com Fax : 1-801-460-3100 Jobs Editor	Y	0
2	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : shawn@radioschool.com Jobs Editor	N	0
3	Binghamtonhelpwanted.com 11 Abrams Road Central Valley, New York 10917 Phone : 845-827-1382 Email : dale@regionalhelpwanted.com Dale Mulder	N	0
4	binghamtonhomepage.com 203 Ingraham Hill Rd. Binghamton, New York 13903 Phone : 607-771-3434 Station Website Manual Posting	N	2
5	Broadcast Employment Services TV Jobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : jobs@tvjobs.com Job Listing	N	0
6	Broome Community College PO Box 1017 Binghamton, New York 13902 Phone : 607-778-5319 Email : truillo_l@sunybroome.edu Larry Truillo	Y	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
7	Broome County Urban League 43-45 Carroll St Binghamton, New York 13901 Phone : 607-723-7466 Email : mtaylor@bcul.org Fax : 1-607-723-5827 M Taylor	Y	0
8	Broome Tioga Board of Cooperative Educational Services (BOCES) 435 Glenwood Ave Binghamton, New York 13905 Phone : 607-763-3373 Email : lhahl@btboces.org Fax : 1-607-763-3206 Laurie Hahl	Y	0
9	CareerBuilder.com	N	1
10	Columbia University 2960 Broadway New York, New York 10027 Phone : 212-854-9167 Email : careereducation@columbia.edu Jobs Editor	N	0
11	Community Options Inc. 182-184 State Street Binghamton, New York 13901 Phone : 607-722-5971 Email : bill.wagner@comop.org Bill Wagner	Y	0
12	Cornell University 170 Martha Van Rensselaer Hall Ithaca, New York 14850 Phone : 607-255-5471 Email : jp326@cornell.edu Jobs Editor	N	0
13	Educational Institution	N	2
14	Employee Referral	N	1
15	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607- 274-3365 Email : kspitze@ithaca.edu Kerry Spitze	N	0

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16	Jacksonville State University Dept. of Communications 700 Pelham Road N. Jacksonville, Alabama 36265 Phone : 256-782-5300 Email : tmize@jsu.edu Tammy Mize	N	0
17	Linked In	N	1
18	Media line.com 1209 Wood Valley Rd Augusta, Georgia 93950 Phone : 706-364-7564 Job Listing Manual Posting	N	0
19	New York State Broadcasters Association 1805 Western Ave Albany, New York 12203 Phone : 518-456-8888 Email : sandy@nysbroadcasters.org Sandy Messenio	N	0
20	New York State Employment Center 2001 Perimeter Road E Suite 3 Endicott,, New York Phone : 607-741-4391 Email : btworks@labor.state.ny.us Fax : 1-607-741-4560 Michael Puglisi	Y	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
22	Nexstar's Facebook Page	N	1
23	Office of Vocational and Educational services for individuals with disabilities 44 Hawley Street Binghamton, New York 13901 Phone : 607-778-1200 Email : dmarinac@mail.nysed.gov Jobs Editor	Y	0

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24	Southern Tier Young Professionals PO Box 3248 Binghamton, New York 13902 Phone : 607-748-6581 Email : kleornard@bckpc.com Kimberly Leornard	Y	0
25	Station's Facebook Page	N	2
26	SUNY at Oswego Career Services Office 606 Culkin Hall Oswego, New York 13126 Phone : 315 312 2255 Email : mallory.bower@oswego.edu Mallory Bower	N	0
27	SUNY Binghamton PO Box 6000 Binghamton, New York 13902 Phone : 607-777-2553 Email : hirebing@binghamton.edu Jobs Editor	Y	0
28	SUNY Cobleskill Career Development Center St. Rte. 7 Cobleskill, New York 12043 Phone : 518-255-5700 Email : pestadh@cobleskill.edu Jobs Editor	N	0
29	SUNY Newpaltz 1 Hawk Dr New Paltz, New York 12561 Phone : 845-257-7869 Email : careers@newpaltz.edu Jobs Editor	N	0
30	SUNY Oneonta Ravine Parkway Oneonta, New York 13827 Phone : 607-436-2534 Email : career@oneonta.edu Linda Valentine	Y	0

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31	SUNY Plattsburg 118 Angell College Center 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-2071 Email : career@plattsburgh.edu Fax : 1-518-564-5080 Jobs Editor	N	0
32	SUNY Potsdam 44 Pierrepont Ave Potsdam, New York 13676 Phone : 315-267-2344 Email : hamkl@potsdam.edu Fax : 1-315-267-2342 Karen Hamm	N	0
33	Syracuse University 215 University Place Syracuse,, New York 13244 Phone : 315-443-3946 Email : dcsmit02@syr.edu Dow Smith	N	0
34	Univ. of Rochester Office of Minority Affairs 310 Morey Hall Rochester, New York 14627 Phone : 585-275-0651 Email : omsa@mail.rochester.edu Fax : 1-585-473-6494 Jobs Editor	N	0
35	YWCA Vocational / Education Department 80 Hawley Street Binghamton, New York 13901 Phone : 607-723-3330 Email : tbovier@ywcaofbinghamton.org Jobs Editor	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</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	2/1/2017	Establishment of an intern program designed to assist members of the community	The Station has an established internship program. Internships provide students with real-life work experience in the broadcast industry. The Station hosted two (2) interns, from Binghamton University and New Visions Business Academy, during the Spring 2017 Semester.	2	News Director Marketing Manager
2	6/1/2017	Establishment of an intern program designed to assist members of the community	The Station has an established internship program. Internships provide students with real-life work experience in the broadcast industry. The Station hosted one (1) intern, from Mansfield University.	1	News Director
3	6/16/2017	Co Sponsoring Job Fair	The Station and Greater Binghamton Chamber of Commerce co- sponsored the Greater Binghamton Career Fair at the SUNY Broome Ice Center, Binghamton, New York. The Station promoted the Career Fair on the air and participated on the Publicity and Implementation Committees.	1	General Manager
4	9/1/2017	Establishment of an intern program designed to assist members of the community	The Station has an established internship program. Internships provide students with real-life work experience in the broadcast industry. The Station hosted three (3) interns, from Binghamton University, Davis College and New Visions Business Academy during the Fall 2017 Semester.	2	News Director Marketing Manager
5	12/28/2017	Co Sponsoring Job Fair	The Station and Greater Binghamton Chamber of Commerce co- sponsored the 2017 Project Homecoming Career Fair at the Oakdale Mall in Johnson City, New York. The Station promoted the Career Fair on the air and participated on the Publicity and Implementation Committees.	1	General Manager
6	12/28/2017	Participation in Job Fairs	The Station participated at the Greater Binghamton Job Fair.	1	stations General Manager