

**WCTX, WTNH**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 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
Director of Technology and Operations	1-5, 8, 13-15, 20, 22, 24, 26, 30-32, 34	26
Account Executive	1-9, 12-15, 22, 26, 31-32, 34	9
Online Content Specialist	1-5, 8, 13-15, 17, 22, 24, 26, 31-32, 34	17
Reporter/Multimedia Journalist	1-5, 8, 10, 13-15, 22, 24, 26, 31-32, 34	34
News Producer (W/E AM)	1-5, 8, 13-15, 22, 24, 26, 31-32, 34-35	34
Inventory & Scheduling Assistant	1-5, 8, 13-15, 22, 24, 26, 28, 31-32, 34-35	28
Traffic Reporter/MMJ	1-5, 8, 13-15, 17, 22, 24, 26, 31-32, 34-35	17
Chief Engineer	1-5, 8-9, 13-15, 22, 24, 26, 31-32, 34-35	9
Digital Producer/MMJ	1-5, 8-9, 13-15, 22, 24, 26, 31-32, 34-35	9
Sports Reporter/Multimedia Journalist	1-5, 8, 13-15, 22, 24, 26, 31-32, 34-35	32
WTNH/WCTX Multi-Media Senior Marketing Producer	1-5, 8, 13-15, 20, 22, 24, 26, 31-32, 34-35	20
Local Sales Manager	1-5, 8, 13-15, 17, 20, 22-24, 26, 31-32, 34-35	20
Sales Marketing Producer	1-5, 8, 13-15, 22, 24, 26, 28, 31-32, 34-35	28
General Sales Manager	1-5, 8, 13-15, 18, 20, 22, 24-26, 31-32, 34-35	26
News Producer	1-5, 8, 13-16, 22, 24, 26, 31-32, 34-35	16
Assignment Desk Editor	1-5, 8, 13-15, 17, 22, 24, 26, 31-32, 34-35	17
Photographer/Editor: WTNH & WCTX New Haven, CT	1-5, 8-9, 13-16, 20-22, 24, 26, 31-32, 34-35	32
Photographer/Editor: WTNH & WCTX New Haven, CT	1-5, 8-9, 13-16, 20-22, 24, 26, 31-32, 34-35	16
Assistant News Director	1-5, 8, 13-15, 17, 22, 24, 26, 31-32, 34-35	17
Account Executive	1-5, 8-9, 13-15, 22, 24, 26, 31-32, 34-35	9

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Special Projects Manager, News	1-5, 8, 13-15, 17-18, 20, 22, 24, 26-27, 31-32, 34-35	17
News Director WTNH News 8 Hartford/New Haven, CT	1-5, 8, 13-15, 19, 21-22, 24, 26, 28-29, 31-32, 34-35	28
Online Content Producer	1-5, 8, 11, 13-17, 20, 22, 24, 26, 31-32, 34-35	16
Online Content Producer	1-5, 8, 11, 13-17, 20, 22, 24, 26, 31-32, 34-35	20
Newscast Director	1-5, 8, 13-15, 22, 24, 26, 31-35	33
Broadcast Engineer	1-5, 8, 13-16, 20, 22, 24, 26, 31-32, 34- 35	20
Digital Account Executive. News 8 / HYFN local	1-5, 8, 13-16, 20, 22, 24, 26-27, 31-32, 34-35	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	Broadcasters Education Association 1771 N Street, NW Washington, DC, District of Columbia 20036 Phone : 203-374-1717 Url : www.beaweb.org Email : JD@beaweb.org JD Boyle	N	0
2	Capital Community College 950 Main Street Hartford, Connecticut 06103 Phone : 860-906-5107 Email : KSchlossberg@ccc.commnet.edu Karen Schlossberg	N	0
3	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6050 Phone : 860-832-2078 Email : Ritzenhoffk@ccsu.edu Dr. Karen Ritzenhokk	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : info@michaelsmedia.com Michael Bille	N	0
5	Collegiate Broadcasters 90 South Park St Willimantic, Connecticut 6226 Phone : 860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0
6	Connecticut School of Broadcasting Radio Park Birdseye Rd. Farmington, Connecticut 06063 Phone : 860-232-9988 Fax : 1-860-677-1141 Renee Falcone	N	0

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7	Connecticut School of Broadcasting 80 Ferry Blvd. Stratford, Connecticut 06497 Phone : 203-378-5155 Fax : 1-203-378-4330 Tim Clark	N	0
8	Eastern Connecticut State University 830 Windham Street Willimantic, Connecticut 6226 Phone : 860-465-5000 Email : careers@easternct.edu Job Bank	N	0
9	Employee Referral	N	5
10	Fairfield University Career Planning Dolan Hall Fairfield, Connecticut 06430 Phone : 203-254-4081 Judy OShea Manual Posting	N	0
11	GlassDoor	N	1
12	Goods Entertainment PO Box 1266 Weston, Connecticut 06883 Phone : 203.341.0111 Email : Adam@GoodsEntertainment.com Fax : 1-801-460-3100 Adam Goodman	N	0
13	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 6601 Phone : 800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
14	Greater New Haven Education 580 Ella Grasso Blvd New Haven, Connecticut 6510 Phone : 203-865-3867 Email : JLAllen@Newhaven.edu Jerry Allen	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
15	High School Adult Education 580 Eilla T Grasso Blvd New Haven, Connecticut 06510 Phone : 203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	Y	0
16	Indeed.com	N	7
17	Internal Promotion	N	10
18	Job/Bulletin Board	N	2
19	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	0
20	Linked In	N	16
21	mediabistro 825 Eighth Avenue, 29th Floor New York, Nebraska 10019 Phone : 212-493-4100 Url : www.mediabistro.com Iman Edwards Manual Posting	N	0
22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
23	MediaRecruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediarecruiter.com Art Scott Manual Posting	N	0

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24	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 410-580-5777 Email : Doris.Dumas@yale.edu Dorris Dumas	N	0
25	NewsCheckMedia LLC 24 West Lancaster Ave., Suite 205 Ardmore, Pennsylvania 19003 Phone : 610.420.6003 Url : <a href="https://tvnewscheck.com/jobs/">https://tvnewscheck.com/jobs/</a> Patty Hersh Manual Posting	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
27	Nexstar's Facebook Page	N	2
28	Re-hire	N	3
29	Rick Gevers & Associates 355 E. Ohio St. #303 Indianapolis , Indiana 46204 Phone : 317-635-7912 Url : <a href="http://www.rickgevers.com">www.rickgevers.com</a> Rick Gevers Manual Posting	N	1
30	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org">www.sbe.org</a> Scott Jones Manual Posting	N	0
31	Southern Connecticut State University 501 Crescent Street New Haven, Connecticut 6515 Phone : 1-800-448-0661 Email : <a href="mailto:dunkleej1@southernct.edu">dunkleej1@southernct.edu</a> Professor Jerry Dunklee	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
32	Station Website 8 Elm Street New Haven, Connecticut 6510 Phone : 203-784-8888 Url : <a href="http://www.wtnh.com/">http://www.wtnh.com/</a> Jesse Gosselin Manual Posting	N	5
33	Station's Facebook Page	N	1
34	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	5
35	<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>63</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	1/20/2018	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 7 interns during the Spring 2018 semester from: Quinnipiac University (4), Southern Connecticut State University, Albertus Magnus College, and Trinity College.</p> <p>The SEU hosted 13 interns during Summer 2018 semester from: Fairfield University, Springfield College, Hampton University, Quinnipiac University, Southern Connecticut State University, Boston College, Villanova, University of New Haven, University of Connecticut, Hofstra, Western Connecticut State University (2), and Lyndon State College</p> <p>The SEU hosted 4 interns during the Fall 2018 semester from: Quinnipiac University (2), Western Connecticut State University, and Marist College.</p>	10	Producer/Internship Coordinator News Director Assistant News Director Production Manager
2	4/4/2018	Participation in Job Fairs	The SEU participated at the Albertus Magnus Spring 2018 Career Fair in New Haven, CT. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Administrator
3	4/11/2018	Participation in Job Fairs	The SEU participated at the Job Fair/Communications Mixer at the University of New Haven in New Haven, CT. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Administrator
4	5/16/2018	Participation in Job Fairs	The SEU participated at the career fair at the John S. Martinez HS school. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Anchor



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5	8/2/2018	Establishment of training programs for station personnel	Team Building meeting for Department Heads and next tier managers. Focus on leadership skills, change management, team building exercises, strategies for growth in 2019.	24	VP/GM Director of Sales Acting News Director Chief Engineer
6	10/15/2018	Participation in Job Fairs	The SEU participated at the 2018 Fall Career and Internship Fair at Quinnipiac University in Hamden, CT. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Administrator
7	10/26/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at Advisory Days at the New Haven Adult Education Center. They spoke to the class about effective communication skills, careers in journalism and broadcasting.	2	News Anchor Photojournalist
8	10/30/2018	Establishment of training programs for station personnel	Sales Team Building Day. Purpose: Aligning Strategy, Structure, and Roles for High Performance. -Setting and meeting Goals -Tools, Processes & Workflow -Building and Maintaining Relationships	13	Director of Sales Local Sales Manager Local Sales Manager Digital Sales Manager
9	11/2/2018	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with Liberty Bank. The SEU provided administrative and advertising resources. SEU personnel were able to meet with individuals from the community and discuss vacancies at the SEU and in the broadcasting industry.	4	Business Administrator Local Sales Manager Digital News Manager Account Executive