

**WCTX, WTNH**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

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
Producer	2-3, 5-10, 12-16, 20, 22, 24, 26, 29-31, 36-40	22
Account Executive	2-3, 5-16, 22, 24, 26, 29-31, 36-40	11
Account Executive	2-3, 5-16, 22, 24, 26, 29-31, 36-40	22
Account Executive	2-3, 5-16, 22, 24, 26, 29-31, 36-40	22
Engineering Operator	1-3, 5-10, 12-13, 15-17, 21-28, 30-31, 34-40	22
Engineering Operator	1-3, 5-10, 12-13, 15-17, 21-28, 30-31, 34-40	17
Assignment Editor	2-3, 5-10, 12-13, 15-16, 22, 24, 26, 28, 30-31, 36-40	22
Digital Content Producer	2-3, 5-10, 12-13, 15-16, 19, 24, 26, 28, 30-31, 36-40	19
Digital Producer, I	2-3, 5-10, 12-13, 15-16, 19, 22, 24, 26, 28, 30-31, 36-40	22
Reporter/Multimedia Journalist	2-3, 5-13, 15-16, 22, 24, 26, 28, 30-31, 36-40	11
News Producer	2-13, 15-17, 24, 26, 28, 30-31, 36-40	11
Photographer	2-3, 5-13, 15-16, 24, 26, 28, 30-31, 36- 40	11
Reporter	2-3, 5-10, 12-13, 15-16, 19, 22, 26, 28, 30-31, 36-40	22
Reporter	2-3, 5-10, 12-13, 15-16, 22, 26, 28, 30- 31, 36-40	22
Account Executive	2-3, 5-10, 12-13, 15-16, 26, 28, 30-31, 33, 36-40	33
Producer	2-3, 5-13, 15-16, 22, 26, 28, 30-31, 36- 40	11
Marketing & Sales Coordinator	2-3, 5-13, 15-17, 22, 26, 28, 30-31, 36- 40	11
Graphic Designer	22, 31-32	22

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Assignment Desk Editor (Part time)	2-3, 5-13, 15-17, 26, 28, 30-31, 36-40	11
Photographer	2-3, 5-13, 15-16, 18, 26, 28, 30-31, 36-40	18
Producer	2-3, 5-13, 15-16, 26, 28, 30-31, 36-40	11
Digital Content Producer	2-3, 5-10, 12-13, 15-17, 19, 26, 28, 30-31, 36-40	19
Assignment Editor	2-3, 5-13, 15-17, 19, 26, 28, 30-31, 36-40	11
News Producer I	2-3, 5-13, 15-17, 26, 28, 30-31, 36-40	11
Assignment Desk Editor (Part time)	2-3, 5-13, 15-16, 26, 28, 30-32, 36-40	11
News Producer I	2-3, 5-10, 12-13, 15-17, 22, 26, 28, 30-31, 36-40	17
Photographer	2-13, 15-16, 26, 28, 30-31, 36-40	11

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Meteorological Society 45 Beacon St. Boston, Massachusetts 02108-3693 Phone : 202-355-9818 Url : <a href="https://www.ametsoc.org">https://www.ametsoc.org</a> Paul Higgins Manual Posting	N	0
2	Broadcasters Education Association 1771 N Street, NW Washington, DC, District of Columbia 20036 Phone : 203-374-1717 Url : <a href="http://www.beaweb.org">www.beaweb.org</a> Email : <a href="mailto:JD@beaweb.org">JD@beaweb.org</a> JD Boyle	N	0
3	Capital Community College 950 Main Street Hartford, Connecticut 06103 Phone : 860-906-5107 Email : <a href="mailto:KSchlossberg@ccc.commnet.edu">KSchlossberg@ccc.commnet.edu</a> Karen Schlossberg	N	0
4	CareerBuilder.com	N	2
5	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6050 Phone : 860-832-2078 Email : <a href="mailto:Ritzenhoffk@ccsu.edu">Ritzenhoffk@ccsu.edu</a> Dr. Karen Ritzenhokk	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a> Michael Bille	N	0
7	Collegiate Broadcasters 90 South Park St Willimantic, Connecticut 6226 Phone : 860-633-5031 Email : <a href="mailto:cbjob@mailman.rice.edu">cbjob@mailman.rice.edu</a> Mike Rice	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
8	Connecticut School of Broadcasting 80 Ferry Blvd. Stratford, Connecticut 06497 Phone : 203-378-5155 Url : <a href="https://www.gocsb.com/locations/stratford-connecti">https://www.gocsb.com/locations/stratford-connecti</a> Tim Clark Manual Posting	N	0
9	CT School of Broadcasting 130 Birdseye Road Farmington, Connecticut 06063 Phone : 860-232-9988 Url : <a href="https://www.gocsb.com/locations/hartford-connectic">https://www.gocsb.com/locations/hartford-connectic</a> Renee Falcone Manual Posting	N	0
10	Eastern Connecticut State University 830 Windham Street Willimantic, Connecticut 6226 Phone : 860-465-5000 Email : <a href="mailto:careers@easternct.edu">careers@easternct.edu</a> Job Bank	N	0
11	Employee Referral	N	20
12	Fairfield University Career Planning Dolan Hall Fairfield, Connecticut 06430 Phone : 203-254-4081 Judy OShea Manual Posting	N	0
13	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 6601 Phone : 800-392-3582 Email : <a href="mailto:Yanmin@bridgeport.edu">Yanmin@bridgeport.edu</a> Yanmin Yu	N	0
14	Greater New Haven Education (removed on 12/01/2021) 580 Ella Grasso Blvd New Haven, Connecticut 6510 Phone : 203-865-3867 Email : <a href="mailto:JLAllen@Newhaven.edu">JLAllen@Newhaven.edu</a> Jerry Allen	N	0

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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	Holy Nation Tabernacle 31 Sperry St New Haven, Connecticut 06511 Phone : (203) 773-9315 Email : HolyNationTab@gmail.com Mary Walton	N	0
17	Indeed.com	N	11
18	Internal Promotion	N	1
19	Intracompany Transfer	N	5
20	Job/Bulletin Board	N	1
21	Journalism Jobs Berkley, California Phone : 510-653-1251 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	0
22	Linked In	N	22
23	mediabistro 825 Eighth Avenue, 29th Floor New York, Nebraska 10019 Phone : 212-493-4100 Url : www.mediabistro.com Iman Edwards Manual Posting	N	0
24	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

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25	MediaRecruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediacruiter.com Art Scott Manual Posting	N	0
26	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 410-580-5777 Email : Doris.Dumas@yale.edu Dorris Dumas	N	0
27	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Job Bank Manual Posting	N	0
28	New Haven Adult & Continuing Education Center 275 Mount Carmel Avenue Hamden, Connecticut 06518 Phone : 2035828358 Url : https://www.qu.edu/contact-us/ Email : lcarney@qu.edu Lila Carney	Y	0
29	New Haven Adult & Continuing Education Center (removed on 12/1/2021 580 Ella T. Grasso Blvd New Haven, Connecticut 06519 Phone : (475) 220-8200 Url : adulated@new-haven.k12.ct.us Email : adulated@new-haven.k12.ct.us Fax : 1-203-946-6384 Michelle Bonora	N	0

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30	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
31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
32	Quinnipiac University 275 Mount Carmel Ave Hamden, Connecticut 6514 Phone : 203-582-8200 Grace Lavine	N	2
33	Re-hire	N	1
34	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	0
35	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
36	Southern Connecticut State University 501 Crescent Street MO 202C New Haven, Connecticut 6515 Phone : 12033925791 Email : <a href="mailto:simoneauc1@southernct.edu">simoneauc1@southernct.edu</a> . Cindy Simoneau	Y	0

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37	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	0
38	Temple University Klein College of Media and Communication 2020 N 13th St. Philadelphia, Pennsylvania 19122 Phone : 215-204-6160 Url : <a href="https://klein.temple.edu/">https://klein.temple.edu/</a> Steven Rudenstein Manual Posting	N	0
39	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	0
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>65</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	3/30/2022	Participation in Job Fairs	WTNH/WCTX participation in a job fair with Albertus Magnus University. WTNH/WCTX personnel were able to meet with students to discuss vacancies at the stations and in the broadcasting industry.	3	HR BA Marketing coordinator Senior Marketing Producer
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	WTNH/WCTX established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. WTNH/WCTX hosted 6(six) interns from the following universities during the 2022 Summer Semester; Eastern CT, University, Quinnipiac, Norwalk community college, Hofstra Univer0, Syracuse and Holy Cross.	3	News Producer News Director HR BA
3	9/15/2022	Participation in Job Fairs	WTNH/WCTX participated in a job fair with New Haven University. WTNH/WCTX personnel were able to meet with students to discuss vacancies at the stations and in the broadcasting industry.	3	HR BA Sales Manager Sales Manager
4	10/17/2022	Participation in Job Fairs	WTNH/WCTX participated at Quinnipiac University career fair. WTNH/WCTX personnel were able to meet with students to discuss vacancies at the stations and in the broadcasting industry.	3	HR BA Marketing coordinator Digital Sales Specialist
5	11/3/2022	Provision of training to management	WTNH/WCTX conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	14	General Manager News Director Sales Director HR BA
6	11/11/2022	Participation in Job Fairs	WTNH/WCTX participated in a veteran's day career fair at Mohegan Sun. WTNH/WCTX personnel were able to meet with Veteran's and discuss vacancies at the station and in the broadcast industry.	2	HR BA Sales Manager