

WBOY
EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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
Reporter, MultiMedia Journalist	2, 6, 8-11	6
Meteorologist III	1-2, 8-11	1
Reporter, MultiMedia Journalist	2, 6-11	6
Reporter, MultiMedia Journalist	2, 6-11	6
Integrated Digital Specialist	1-2, 7-11	1
Integrated Digital Specialist	1-2, 7-11	1
Account Executive, Sales	2-3, 9-11	3
News Anchor III	2, 4-6, 9-11	4
News Anchor III	2, 4-6, 9-11	5
News Anchor III	2, 4-6, 9-11	6

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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	Employee Referral	N	3
2	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Job Postings Manual Posting	N	0
3	Indeed.com	N	1
4	Internal Promotion	N	1
5	Intracompany Transfer	N	1
6	Linked In	N	4
7	Marshall University 1 John Marshall Dr. Huntington, West Virginia 25755 Phone : 304-696-5034 Url : http://www.marshall.edu/jobtrax Job Board Manual Posting	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
9	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0
10	West Virginia State University 5000 Fairlawn Avenue Institute, West Virginia 25112 Phone : 304-766-3000 Url : https://wvstateu-csm.symplicity.com/employers/ Jobs Posting Manual Posting	N	0

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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
11	West Virginia University West Virginia University Morgantown, West Virginia 26506 Phone : 304-293-0111 Url : http://careerservices.wvu.edu/employers Board Posts Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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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	9/9/2019	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, sports, weather, production and creative services. The station hosted one (1) intern from West Virginia University during the 2018 Summer Semester and two (2) interns from Robert C. Bryd High School's 2019 Spring Semester.	3	News Director News Anchor News Anchor
2	3/6/2020	Participation in Job Fairs	The Station participated in the Penn State University's Communication's Virtual Job Expo. Station personnel were able to correspond with students about vacancies at the Station and in the broadcasting industry and receive resumes from students.	1	News Director
3	3/13/2020	Participation in Job Fairs	The Station participated in the Buckhannon-Upshur Middle School Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	4	News Director News Anchor News Anchor Meterologist