

WBOY
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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
Executive Producer	1-3, 5-13, 17-34	11
Account Executive, Sales	8, 10, 16-17, 21, 27, 29-30, 32, 34	8
Reporter, MultiMedia Journalist	4, 10-11, 16-17, 21, 27, 29-30, 32, 34	11
Administrative Assistant	1-3, 5-7, 9, 11-13, 18-26, 28, 31, 34	11
Multimedia Journalist	2-3, 5-9, 12-13, 16-29, 31-32, 34	16
Creative Services Director	2-3, 5-7, 9, 11-13, 15, 17-29, 31-32, 34	11
Reporter, MultiMedia Journalist	5-9, 12-14, 16-29, 31-32, 34	8
Account Executive III, Sales	5-7, 9, 11-13, 17-29, 31-32, 34	11

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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	Ball State University 2000 W. University Avenue Muncie, Indiana 47306 Phone : 765-285-1480 Email : tpollard@bsu.edu Tim Pollard	N	0
2	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : kabrads@bgsu.edu Kathy Bradshaw	N	0
3	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : bussself@bgsu.edu Rick Busselle	N	0
4	CareerBuilder.com	N	1
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
6	Columbia School of Journalism 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4150 Email : as1698@columbia.edu Anusha Shrivastava	N	0
7	Connecticut School of Broadcasting 130 Birdseye Rd. Farmington, Connecticut 6032 Phone : 800-887-2346 Email : info@gocsb.com Andrew Hoops	N	0
8	Employee Referral	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Email : cdudley@howard.edu Carol Dudley	N	0
10	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
11	Indeed.com	N	14
12	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
13	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : eloise@ithaca.edu Eloise Green	N	0
14	Job Fair	N	1
15	Job/Bulletin Board	N	1
16	Linked In	N	8
17	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

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18	Media Match 8112 1/2 W. 3rd Street Los Angeles, California 90048 Phone : 000-000-0000 Email : info@media-match.com Tammy Romaniuk	N	0
19	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Mark Shilstone	N	0
20	Mississippi State University 108 Hilbun Hall 355 Lee Blvd. Mississippi State, Michigan 39762 Phone : 662-268-1032 Email : jamie.dyer@msstate.edu Jamie Dyer	N	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	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-292-3999 Email : hobgood.1@osu.edu Jay Hobgood	N	0
23	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : stewartr@ohio.edu Robert Stewart	N	0
24	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0

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25	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rogus@ohio.edu Mary Rogus	N	0
26	Penn State University 502 Walker Bldg. University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : ggk2@psu.edu Ginger Kowalchuk	N	0
27	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0
28	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-6561 Email : sheill@ou.edu Shelby Hill	N	0
29	West Virginia Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : 304-744-2143 Michele Crist Manual Posting	N	0
30	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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31	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : eric.minor@mail.wvu.edu Eric Minor	N	0
32	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
33	WV Division of Rehab Serv. 107 Capitol Street Charleston, West Virginia 25301 Phone : 304-238-1092 Email : stephanie.a.decker@wv.gov Stephanie Decker	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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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	6/8/2020	Participation in Job Fairs	The Station participated in West Virginia University's Media Recruitment Day. Station personnel were able to meet virtually with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
2	1/12/2021	Provision of training to management	The Station 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.	6	General Manager News Director General Sales Manager Chief Engineer
3	2/19/2021	Participation in Job Fairs	The Station participated in a virtual JobExpo.COMM 2021 Internship/Career Fair hosted by Penn State College of Communications. Station personnel were able to meet virtually with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
4	3/26/2021	Participation in Job Fairs	The Station participated at the Office of Student Careers and Opportunities at the WVU - Reed College of Media Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of production, sports and weather.</p> <p>The Station hosted one (1) intern from West Virginia University during the 2020 Summer Semester (virtual); (1) intern from Waynesburg University during the 2021 Summer Semester; and one (1) intern from Pennsylvania State University during the 2021 Summer Semester.</p>	1	News Director