

WBOY

EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 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
Engineer I, Broadcast	2-5, 9-11, 13, 15-20, 22-26, 31-32, 35-37, 39	10
Producer I, Assignment and Web	3-5, 7, 9-11, 13, 16-20, 22-26, 31-32, 35-37, 39	10
Commercial Producer / Editor	3-5, 7, 9-13, 16-20, 22-26, 31-32, 35-37, 39	36
Reporter I, MultiMedia Journalist	3-5, 7, 9, 11, 13, 15-20, 22-26, 31-32, 35-37, 39	7
Producer I, Digital	3-5, 7, 9-11, 13, 15-20, 22-26, 31-32, 35-37, 39	7
Assistant I, Sales (Local)	3-5, 7, 9-11, 13, 16-20, 22-26, 31-32, 35-37, 39	10
Meteorologist (Weekend) / Multi Media Journalist	1, 3-11, 13, 16-20, 23-29, 31-32, 34-39	10
Digital Sales Creative Assistant	1, 3-6, 8-11, 13, 16-20, 23-29, 31-32, 34-39	10
Account Executive III, Sales	1, 3-11, 13, 16-20, 23-29, 31-32, 34-39	10
Executive Producer/Operations Manager	1, 3-6, 8-9, 11-13, 16-20, 23-29, 31-32, 34-39	12
News Reporter	1, 3-6, 8-11, 13, 16-21, 23-29, 31-32, 34-39	10
Multimedia Sports Journalist Reporter	1, 3-9, 11-13, 15-20, 22-39	12
Multimedia Journalist Reporter	1, 3-9, 11, 13, 15-20, 22-25, 27-29, 31-39	7
Account Executive III, Sales	1-6, 8-11, 13, 16-20, 22-25, 27-29, 31-39	10
Meteorologist III	1, 3-11, 13, 16-20, 22-25, 27-29, 31-39	7
Reporter I, Sports Anchor	1, 3-6, 8-13, 15-20, 22-25, 28-29, 31-39	10

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

The following recruiting sources were added during the current term: RS #1/ California University of Pennsylvania (6/29/21), #6/Davis & Elkins College (6/29/21), #8/Fairmont State University (6/20/21), #27/ Pennsylvania Institute of Technology (6/20/21), #28/ Point Park University (6/19/21), #29/Robert Morris University (6/29/21), #33/University of Pittsburgh (8/24/21), #34/West Liberty University (6/29/21), and #38/ West Virginia Wesleyan College (6/29/21).

The following recruiting sources were removed during the current term: RS #26/Penn State University (10/4/21) and R#30/Syracuse University (10/4/21).

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Account Executive III, Sales	1, 3-9, 11, 13, 16-20, 22-25, 27-29, 31-39	7
Multimedia Journalist Reporter	1, 3-6, 8-11, 13-14, 16-20, 22-25, 27-29, 31-39	14

WBOY
EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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	California University of Pennsylvania 250 University Ave, California, Pennsylvania 15419 Phone : 724-938-4347 Url : https://www.calu.edu/careers Job Board Manual Posting	N	0
2	CareerBuilder.com	N	2
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
4	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
5	Connecticut School of Broadcasting 130 Birdseye Rd. Farmington, Connecticut 6032 Phone : 800-887-2346 Email : info@gocsb.com Andrew Hoops	N	0
6	Davis & Elkins College 100 Campus Dr, Elkins, West Virginia 26241 Phone : 3046371220 Url : https://www.dewv.edu/ Job Board Manual Posting	N	0
7	Employee Referral	N	20
8	Fairmont State University 1201 Locust Avenue Fairmont, West Virginia 26554-2470 Phone : 304-333-3665 Url : https://nexstar.wd5.myworkdayjobs.com/nexstar JaRhonda Staples Manual Posting	N	0

WBOY
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June 1, 2021 - May 31, 2022

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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.com	N	21
11	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
12	Internal Promotion	N	6
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	Linked In	N	8
16	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
17	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
18	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Mark Shilstone	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
19	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
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
21	Nexstar's Facebook Page	N	1
22	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-247-8095 Email : chilman.1@osu.edu Jennifer Chilman	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
25	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@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

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27	Pennsylvania Institute of Technology 800 Manchester Avenue Media, Pennsylvania 19063 Ornen Wright Manual Posting	N	0
28	Point Park University 201 Wood Street Room 514 West Penn Pittsburgh, Pennsylvania 15222 Phone : 412-392-3981 Url : https://www.pointpark.edu/careerready Kenneth Anderson Manual Posting	N	0
29	Robert Morris University 6001 University Blvd. 15108 412 Moon Township, Pennsylvania 15108 Phone : 412-397-3000 Url : https://www.rmu.edu/cpdc Job Board Manual Posting	N	0
30	Syracuse University 310 Women's Building 820 Comstock Avenue, Room 214 Syracuse, New York 13244-5040 Phone : 315.443.3616 Url : www.syracuse.edu Email : dpmcswee@syr.edu Dan McSweeney	N	0
31	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0
32	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Url : www.pitt.edu Email : dwb32@pitt.edu Devin Changa	N	0
34	West Liberty University 208 University Drive, West Liberty, West Virginia 26074 Phone : 304-336-5000 Url : https://www.westliberty.edu/ Job Board Manual Posting	N	0
35	West Virginia Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : 304-744-2143 Michele Crist Manual Posting	N	0
36	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	1
37	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
38	West Virginia Wesleyan College 59 College Avenue Buckhannon, West Virginia 26201 Phone : 304-473-8000 Url : https://www.wvwc.edu/ Job Posting Manual Posting	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
39	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:			65

WBOY
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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	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 2021 Summer Semester; one (1) intern from Bethany College during the 2021-2022 Winter Break; and one (1) intern from Reed College during the 2022 Spring Semester.</p>	2	News Director Executive Producer
2	9/22/2021	Participation in Job Fairs	The Station participated at the Ohio Valley Job and Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	General Sales Manager
3	2/16/2022	Participation in Job Fairs	The Station participated at the Schey Sales Centre Spring 2022 Career Fair at Ohio University. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	General Sales Manager
4	2/23/2022	Participation in Job Fairs	The Station participated at the West Virginia University Business and Communications Career and Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	1	News Director
5	2/25/2022	Participation in Job Fairs	The Station participated at the Penn State JOBEXPO.COMM Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
6	3/17/2022	Participation in Job Fairs	The Station participated in Fairmont State University's Spring Career Fair. Station personnel were able to meet virtually with students and discuss vacancies at the Station and in the broadcasting industry.	1	General Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/29/2022	Participation in Job Fairs	The Station participated at the Marshall University Spring 2022 All Majors Career Expo. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	General Sales Manager
8	5/11/2022	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.	7	VP/General Manager GSM/DOS News Director Production Manager