

# WBOY

## EEO PUBLIC FILE REPORT

**June 1, 2022 - May 31, 2023**

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital MMJ/Reporter	1-2, 4-5, 7, 9, 11-13, 16, 20-24, 26-29, 31, 39-40, 44, 46-47, 50	12
Producer I, News	4-5, 7, 9, 11-13, 16, 19-24, 26-29, 31, 39-40, 44, 46-47, 50	19
Producer I, News	4-5, 7, 9, 11, 13, 16, 19-24, 26-29, 31, 39-40, 44, 46-47, 50	9
Anchor III, News	4-5, 7-8, 10-11, 13-14, 16, 18-24, 27-29, 31-35, 39-40, 43-44, 46-48, 50	14
Multimedia Journalist Reporter (13843)	4-5, 7-13, 16-17, 20-24, 26-29, 33-35, 39-41, 43-44, 46-48, 50	17
Digital Campaign Manager	4-5, 7-8, 10-11, 13-14, 16, 18, 20-24, 26-29, 32-35, 39-41, 43-44, 46-48, 50	14
Sports Anchor/Reporter (REQ-18053)	4-5, 7-8, 10-13, 16, 19-21, 23-24, 26-29, 33-35, 39-41, 43-44, 46-48, 50	19
Sales Account Executive	8-10, 20, 24, 33-34, 41, 43-44, 47-48, 50	9
News Anchor (REQ-19168)	8, 10-11, 15, 19-20, 23-24, 29, 33-34, 41, 43-44, 46-48, 50	19
Multimedia Journalist Reporter (19237)	8-11, 14, 20, 23-24, 29, 33-34, 41, 43-44, 46-48, 50	9
Lifestyle Show Producer	6, 8-12, 20, 24, 29, 33-34, 41, 43-44, 46-48, 50	9

Nexstar did not actively distribute job vacancy notices to Career Builder.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 or a previous term: RS #6/Concord University (7/29/22), RS #8/Davis & Elkins College (6/29/21), RS #10/Fairmont State (6/29/21), RS #30/Ohio University (7/29/22), RS #33/Pennsylvania Western University (6/29/21), RS #34/Point Park University (6/19/21), RS #36/S.I. Newhouse School of Public Communications - Syracuse University (8/16/22), RS #37/Syracuse University (9/13/22), RS #38/The Craig Newmark Graduate School of Journalism at City University of New York (9/16/22), RS #41/University of Pittsburgh (8/24/23), RS #42/Waynesburg University (9/13/22), BS #43/West Liberty University (6/29/21), RS #45/West Virginia State University (9/13/22), RS #48/West Virginia Wesleyan College (6/29/21), RS #49/Westminster College (9/13/22).

The following recruiting sources were removed during the current term or a previous term: RS #1 & #2/Bowling Green University (11/20/20) RS #4/Collective Talent (6/3/22), RS #5/Columbia School of Journalism (6/3/22), RS #7/Connecticut School of Broadcasting (6/3/22), RS #13/Int'l College of Broadcasting (7/14/22), RS #16/Ithaca College (6/3/22), RS #21/Media Match (6/3/22), RS #22/Medialine (6/3/22), RS #26/Ohio State University (7/11/22), RS #27/Ohio University (7/13/22), RS #28/Ohio University (7/13/22), RS #32/Pennsylvania Institute of Technology (5/19/22), RS #35/Robert Morris University (6/3/22), RS #39/TV Jobs (6/3/22), RS #40/University of Oklahoma (6/3/22).

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Sales Manager	6, 8, 10-11, 14, 20, 23-24, 29-30, 33-34, 36-38, 41-50	14
Office Assistant	6, 8-12, 18, 20, 23-25, 29-30, 33-34, 36-38, 41-50	12
Multimedia Journalist/Reporter (22163)	6, 8, 10-12, 19-20, 23-24, 29-30, 33-34, 36-38, 41-50	24
IT Broadcast Engineer	6, 8-12, 14, 20, 23-24, 29-30, 33-34, 36-38, 41-50	14
Creative Services Director	6, 8, 10-12, 20, 23-24, 29-30, 33-34, 36-38, 41-50	12
Digital Content Producer	3, 6, 8-12, 14, 20, 23-24, 29-30, 33-34, 36-38, 41-50	3

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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	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : kabrads@bgsu.edu Kathy Bradshaw	N	0
2	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : bussself@bgsu.edu Rick Busselle	N	0
3	CareerBuilder.com	N	1
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	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
6	Concord University 1000 Vermillion St. Athens, West Virginia 24712 Phil Lewis Manual Posting	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

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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	Davis & Elkins College 100 Campus Dr, Elkins, West Virginia 26241 Phone : 3046371220 Url : <a href="https://www.dewv.edu/">https://www.dewv.edu/</a> Job Board Manual Posting	N	0
9	Employee Referral	N	18
10	Fairmont State University 1201 Locust Avenue Fairmont, West Virginia 26554-2470 Phone : 304-333-3665 Url : <a href="https://nexstar.wd5.myworkdayjobs.com/nexstar">https://nexstar.wd5.myworkdayjobs.com/nexstar</a> JaRhonda Staples Manual Posting	N	0
11	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
12	Indeed.com	N	19
13	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : <a href="mailto:swackkid@yahoo.com">swackkid@yahoo.com</a> Kenny Pyles	N	0
14	Internal Promotion	N	7
15	Intracompany Transfer	N	1
16	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	N	0
17	Job Fair	N	1
18	Job/Bulletin Board	N	3
19	Linked In	N	10

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<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>
20	Marshall University 1 John Marshall Dr. Huntington, West Virginia 25755 Phone : 304-696-5034 Url : <a href="http://www.marshall.edu/jobtrax">http://www.marshall.edu/jobtrax</a> Job Board Manual Posting	N	0
21	Media Match 8112 1/2 W. 3rd Street Los Angeles, California 90048 Phone : 000-000-0000 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	N	0
22	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
23	Mississippi State University 108 Hilbun Hall 355 Lee Blvd. Mississippi State, Michigan 39762 Phone : 662-268-1032 Email : <a href="mailto:jamie.dyer@msstate.edu">jamie.dyer@msstate.edu</a> Jamie Dyer	N	0
24	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
25	Nexstar's Facebook Page	N	1
26	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-247-8095 Email : <a href="mailto:chilman.1@osu.edu">chilman.1@osu.edu</a> Jennifer Chilman	N	0

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<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>
27	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : stewartr@ohio.edu Robert Stewart	N	0
28	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0
29	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	N	0
30	Ohio University 300 Lindley Hall Athens, Ohio 45701-2979 Phone : 740-566-8888 Url : www.ohio.edu/career Aaron Sturgill Manual Posting	N	0
31	Penn State University 502 Walker Bldg. University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : ggk2@psu.edu Ginger Kowalchuk	N	0
32	Pennsylvania Institute of Technology 800 Manchester Avenue Media, Pennsylvania 19063 Orneno Wright Manual Posting	N	0

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33	Pennsylvania Western University 250 University Ave, California, Pennsylvania 15419 Phone : 724-938-4347 Url : <a href="https://www.calu.edu/careers">https://www.calu.edu/careers</a> Job Board Manual Posting	N	0
34	Point Park University 201 Wood Street Room 514 West Penn Pittsburgh, Pennsylvania 15222 Phone : 412-392-3981 Url : <a href="https://www.pointpark.edu/careerready">https://www.pointpark.edu/careerready</a> Kenneth Anderson Manual Posting	N	0
35	Robert Morris University 6001 University Blvd. 15108 412 Moon Township, Pennsylvania 15108 Phone : 412-397-3000 Url : <a href="https://www.rmu.edu/cpdc">https://www.rmu.edu/cpdc</a> Job Board Manual Posting	N	0
36	S.I. Newhouse School of Public Communications - Syracuse University 313 Newhouse 3 215 University Place Syracuse, New York 13244 Phone : 315.443.1209 Brittany Wallace Manual Posting	N	0
37	Syracuse University 820 Comstock Ave Ste 214 Syracuse, New York 13244 Phone : 315-443-3270 Url : <a href="http://careerservices.syr.edu/">http://careerservices.syr.edu/</a> Kelly Barnett Manual Posting	N	0

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38	The Craig Newmark Graduate School of Journalism at City Univ. of New York 219 West 40th Street1001 New York, New York 10018 Phone : (646) 758-7874 Url : <a href="https://www.journalism.cuny.edu/current-students/c">https://www.journalism.cuny.edu/current-students/c</a> Adia Tucker Manual Posting	N	0
39	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Editor Listings Manual Posting	N	0
40	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-6561 Email : <a href="mailto:sheill@ou.edu">sheill@ou.edu</a> Shelby Hill	N	0
41	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Url : <a href="http://www.pitt.edu">www.pitt.edu</a> Email : <a href="mailto:dwb32@pitt.edu">dwb32@pitt.edu</a> Devin Changa	N	0
42	Waynesburg University 51 W College Street Waynesburg, Pennsylvania 15370 Phone : (724) 852-7790 Url : <a href="https://www.waynesburg.edu/">https://www.waynesburg.edu/</a> Sarah Bell Manual Posting	N	0
43	West Liberty University 208 University Drive, West Liberty, West Virginia 26074 Phone : 304-336-5000 Url : <a href="https://www.westliberty.edu/">https://www.westliberty.edu/</a> Job Board Manual Posting	N	0



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44	West Virginia Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : 304-744-2143 Michele Crist Manual Posting	N	0
45	West Virginia State University 108 Wallace Hall Institute, West Virginia 25112 Phone : tel:304-766-3236 Url : col@wvstateu.edu Travis Kahle Manual Posting	N	0
46	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : emily.corio@mail.wvu.edu Emily Corio	N	1
47	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
48	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
49	Westminster College 319 S Market Street New Wilmington, Pennsylvania 16172 Phone : 724-946-7339 Url : https://www.westminster.edu/ Jennifer Hough Manual Posting	N	0

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50	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>73</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	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 our operations, including news, production, sports and weather.</p> <p>The station hosted one (1) intern from West Virginia University Reed College of Media during the 2022 Fall Semester; one (1) intern from Waynesburg University in the 2022 Summer Semester; and one (1) intern from West Virginia University in the 2023 Spring Semester.</p>	2	News Director Executive Producer
2	9/28/2022	Participation in Job Fairs	The Station participated at the West Virginia University Fall 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
3	10/18/2022	Participation in Job Fairs	The Station participated at the Davis & Elkins College Fall Job and Intern Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	1	News Director
4	2/15/2023	Participation in Job Fairs	The Station participated at the West Virginia University Spring 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	2/24/2023	Participation in Job Fairs	The Station participated at Penn State University 24th Annual Job Expo.COMM 2023. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	1	News Director
6	3/1/2023	Participation in Job Fairs	The Station participated at the West Virginia Junior College Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	2	General Sales Manager Account Executive

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	<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>
7	3/16/2023	Participation in Job Fairs	The Station participated at Fairmont State University Spring 2023 Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	2	General Sales Manager News Director
8	3/28/2023	Participation in Job Fairs	The Station participated at the Davis & Elkins College Spring Career & Graduate School Expo. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	2	General Sales Manager Digital Executive Producer
9	3/30/2023	Participation in Job Fairs	The Station participated at Nexstar Day at West Virginia University Reed College of Media. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	1	News Director