

WOWK
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

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
Evening News Anchor	1-2, 4, 7-19	10
Account Executive	1-2, 4, 7-19	10
Reporter/Multimedia Journalist	1-4, 7-19	7
Digital Producer	1-2, 4-5, 7-15, 17-19	5
Digital Producer	1-4, 7-15, 17-19	3
News Producer	1-2, 4, 7-11, 13-15, 17-19	7
Newscast Director	1-4, 7-11, 13-15, 17-19	7
News Editor	1-2, 4, 6-11, 13-15, 17-19	7
Account Executive	1-2, 4, 7-11, 13-15, 17-19	10

Nexstar did not actively distribute job vacancy notices to Indeed. However, said source reported some but not all of the Station's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Source #12 Ohio University was removed 5/2/23.

Recruiting Source #16 West Virginia University was removed on June 1, 2023.

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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	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
2	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Carol Dudley Manual Posting	N	0
3	Indeed.com	N	3
4	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
5	Intracompany Transfer	N	1
6	Job Fair	N	1
7	Linked In	N	20
8	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
9	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
11	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0
12	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	N	0
13	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0
14	University of Kentucky Employer Relations Lexington, Kentucky 40506 Phone : 859-257-2751 Url : https://app.joinhandshake.com/ Rachel Brand Manual Posting	N	0
15	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-6561 Shelby Hill 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
16	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
17	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
18	WV Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : (304) 744-2143 Michele Crist Manual Posting	N	0
19	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			34

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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	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the WV Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	General Manager Business Administrator
2	9/12/2023	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, production, sports and weather. The Station hosted one (1) intern, from West Virginia State University during the 2023 Fall Semester.	1	News Director General Manager
3	9/26/2023	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ohio University. The Station provided financial, administrative and advertising resources. Station personnel were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcast industry.	1	General Manager
4	2/13/2024	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ohio University. The Station provided financial, administrative and advertising resources. Station personnel were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcast industry.	1	General Manager
5	4/16/2024	Participation in Job Fairs	The Station participated at the West Virginia State University Career and Employment Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
6	5/10/2024	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.	8	General Manager News Director General Sales Manager Digital Sales Manager