

WOWK
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
Account Executive	1-4, 6-10, 12-15, 18, 21-32, 35, 37-43	27
Account Executive	2-4, 6-8, 10, 12-13, 15, 18, 21-32, 35, 37-43	21
Reporter/Multimedia Journalist	2-8, 11-16, 18-19, 21-23, 25-33, 35, 37- 43	16
Assistant News Director	2-8, 12-18, 21-23, 25-32, 35, 37-43	21
Digital Producer/Multimedia Journalist	2-4, 6-8, 12-15, 18, 21-23, 25-32, 35, 37-43	21
News Anchor	2-4, 6-8, 12-16, 18, 21-23, 25-32, 35, 37-43	16
Multimedia Journalist/Reporter	2-8, 11-13, 15-16, 18, 21-23, 25-32, 35, 37-43	5
Reporter/Multimedia Journalist	2-4, 6-8, 12-16, 18, 21-23, 25-33, 35, 37-43	14
Digital Content Manager/Web Manager	2-4, 6-8, 12-13, 15, 18, 20-23, 25-32, 34-35, 37, 39-41, 43	21
Multimedia Journalist/Reporter	2-4, 6-8, 11-13, 15, 17-18, 21-23, 25- 33, 35, 37, 39-41, 43	21
News Producer	2-4, 6-8, 12-13, 15-16, 18, 21-23, 25- 32, 35, 37, 39-41, 43	27
News Anchor	2-4, 6-8, 12-13, 15-16, 18, 22-23, 25- 33, 35, 37, 39-41, 43	16
Sales Account Executive	2-4, 6-8, 12-13, 15, 18, 21-23, 25-32, 35, 37, 39-41, 43	21
News Anchor	2-4, 6-8, 12-16, 18, 21-23, 25-33, 35, 37, 39-41, 43	16
News Producer	3-4, 6-8, 11-13, 15, 18, 21-23, 25-32, 35, 37, 39-41, 43	21
Sports Anchor	3, 6-8, 12-16, 18, 22-23, 25-33, 35, 37, 39-41, 43	16
Multimedia Journalist/Digital Producer	3, 6-8, 12-15, 18, 21-23, 25-32, 35, 37, 39-41, 43	21
Reporter/Multimedia Journalist	3, 5-8, 12-16, 18, 21-23, 25-32, 35, 37, 39-41, 43	21

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	3, 6-8, 11-13, 15, 18, 21-23, 25-32, 35-37, 39-41, 43	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	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5371 Email : jwomack@bishop.edu Juliette Womack	N	0
3	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : kabrads@bgsu.edu Kathy Bradshaw	N	0
4	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : bussself@bgsu.edu Rick Busselle	N	0
5	CareerBuilder.com	N	6

WOWK
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June 1, 2020 - May 31, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Case Monroe County PO Box 403 Union, West Virginia 24983 Phone : 304-772-3381 Email : belmore@casewv.org Brenda Elmore	N	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	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
9	Concord University Campus Box 1 PO Box 1000 Athens, West Virginia 24712 Phone : 304-384-5101 Email : robinettej@concord.edu Jenni Canterbury	N	0
10	Connecticut School of Broadcasting 130 Birdseye Rd. Farmington, Connecticut 6032 Phone : 800-887-2346 Email : info@gocsb.com Andrew Hoops	N	0

WOWK
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11	Employee Referral	N	11
12	Hope Comm Development Corp 600 Kanawha Blvd. Charleston, West Virginia 25302 Phone : 304-343-4673 Email : hopewdc@aol.com Bonita Perry-Dean	N	0
13	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Carol Dudley Manual Posting	N	0
14	Indeed.com	N	13
15	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
16	Internal Promotion	N	14
17	Intracompany Transfer	N	3
18	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : eloise@ithaca.edu Eloise Green	N	0

WOWK
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June 1, 2020 - May 31, 2021

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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	Job Fair	N	1
20	Job/Bulletin Board	N	1
21	Linked In	N	43
22	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
23	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
24	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Mark Shilstone	N	0
25	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

WOWK
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June 1, 2020 - May 31, 2021

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26	Mountain Heart Comm. Serv. PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
28	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-292-3999 Email : hobgood.1@osu.edu Jay Hobgood	N	0
29	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : stewartr@ohio.edu Robert Stewart	N	0
30	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0

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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	N	0
32	Penn State University 502 Walker Bldg. University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : gk2@psu.edu Ginger Kowalchuk	N	0
33	Professional/Industry Trade Organization	N	11
34	Re-hire	N	1
35	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	1
36	University of Kentucky Employer Relations Lexington, Kentucky 40506 Url : https://app.joinhandshake.com/ Rachel Brand Manual Posting	Y	0

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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-6561 Shelby Hill Manual Posting	N	0
38	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
39	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
40	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	1

WOWK
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June 1, 2020 - May 31, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	WV Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : (304) 744-2143 Michele Crist Manual Posting	N	0
42	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
43	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:			111

The Station's current reporting term covers June 1, 2020 - May 31, 2021.

The Station, upon request, deleted various recruiting sources as follows:

RS1: Ball State University - 6/15/20
 RS2: Bishop St. Community College - 9/28/20
 RS3: Bowling Green University - 1/5/21
 RS4: Bowling Green University - 1/5/21
 RS9: Concord University - 6/25/20
 RS10: Connecticut School of Broadcasting - 6/15/20
 RS42: WV Division of Rehab Services - 9/7/20

The Station also added one new source: University of Kentucky - 3/15/21

NOTE: Nexstar did not actively distribute job vacancy notices to RS5 (CareerBuilder) and RS14 (Indeed). However, said sources reported some but not all of the Station's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

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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.	1	Business Administrator General Manager
2	6/30/2020	Establishment of a mentoring program	The station has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career. During the current reporting term, there was 1 participant.	2	News Director Business Administrator
3	9/21/2020	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ohio University. The station provided administrative and advertising resources. The station personnel were able to meet with individuals from the community and discuss vacancies at the Station and the broadcasting industry.	2	General Manager General Sales Manager
4	2/15/2021	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ohio University. The station provided administrative and advertising resources. The station personnel were able to meet with individuals from the community and discuss vacancies at the Station and the broadcasting industry.	2	General Manager General Sales Manager
5	3/26/2021	Participation in events or programs sponsored by educational institutions	The Station participated at the WVU Reed School of Journalism 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	4/12/2021	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.	9	General Manager News Director General Sales Manager Chief Engineer

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7	5/3/2021	Hosting of Job Fair	The Station hosted a job fair. The station provided financial, administrative and advertising resources. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	4	General Manager News Director General Sales Manager Digital Sales Manager