

WOWK

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Multimedia Journalist	1-6, 9-10, 12-15, 17-27, 29, 31-35	13
Reporter/Multimedia Journalist	1, 4-6, 9-10, 12-13, 15, 17-27, 29-35	13
Account Executive	1, 4-6, 9-10, 12, 15-27, 29-35	16
Producer	1, 4-6, 9-12, 15, 17-27, 29-35	11
Reporter/Multimedia Journalist	1, 3-6, 9-10, 12, 15, 17-27, 29-35	17
Newscast Director	1, 4-6, 9-13, 15, 18-27, 29-35	13
Master Control Operator	1, 3, 6, 10-12, 18-19, 22-27, 29-35	11
Sports Anchor/Reporter/MMJ	1, 6, 10, 12-13, 17-20, 22-27, 29-35	13
News Director	1, 6, 10, 12-13, 17-20, 22-27, 29-35	17
News Producer	1, 6, 10, 12, 14, 17-20, 22-27, 29-35	14
Newscast Director	1, 6, 10, 12, 18-20, 22, 24-35	28
Digital Producer	1, 6, 10-13, 17-20, 22, 24-27, 29-35	13
Executive Producer	1, 6, 10, 12-13, 18-20, 22, 24-27, 29-35	13
Digital Multimedia Journalist/Reporter	1, 6-7, 10-12, 17-20, 22, 24-27, 29-35	7
Digital Producer	1, 6-7, 10-12, 18-20, 22, 24-26, 29-35	18
News Anchor	7-8	8
News Producer	1, 6-7, 10-12, 18-20, 22, 24-26, 29-35	18
Chief Photographer	1, 6, 10-13, 18-20, 22, 24-26, 29-35	13
News Reporter/MMJ	1, 6, 10-12, 18-20, 22, 24-26, 29-35	22

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

The following sources were removed from the recruiting list during this term: #4/Case Monroe County (6/2021); #5/Collective Talent (6/2021); #9/Hope Community (6/2021); #15/Ithaca College (6/2021); #20/Mississippi State University (6/2021); #21/Mountain Heart Community Services (6/2021); #23/Ohio State University (8/2021) and #27/Penn State (10/2021).

WOWK
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	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	3
4	Case Monroe County PO Box 403 Union, West Virginia 24983 Phone : 304-772-3381 Email : belmore@casewv.org Brenda Elmore	N	0
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	Employee Referral	N	4
8	Other	N	0
9	Hope Comm Development Corp 600 Kanawha Blvd. Charleston, West Virginia 25302 Phone : 304-343-4673 Email : hopewdc@aol.com Bonita Perry-Dean	N	0

WOWK
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
10	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Carol Dudley 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	Internal Promotion	N	15
14	Intracompany Transfer	N	3
15	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : eloise@ithaca.edu Eloise Green	N	0
16	Job Fair	N	1
17	Linked In	N	16
18	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	2
19	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

WOWK
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
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	Mountain Heart Comm. Serv. PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
23	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-292-3999 Email : hobgood.1@osu.edu Jay Hobgood	N	0
24	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : stewartr@ohio.edu Robert Stewart	N	1
25	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0
26	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rogus@ohio.edu Mary Rogus	N	0

WOWK
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
27	Penn State University 502 Walker Bldg. University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : ggk2@psu.edu Ginger Kowalchuk	N	0
28	Re-hire	N	1
29	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	2
30	University of Kentucky Employer Relations Lexington, Kentucky 40506 Url : https://app.joinhandshake.com/ Rachel Brand Manual Posting	Y	0
31	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-6561 Shelby Hill Manual Posting	N	0
32	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
33	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

WOWK
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
34	WV Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : (304) 744-2143 Michele Crist Manual Posting	N	0
35	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:			74

WOWK
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/15/2021	Hosting of Job Fair	The Station hosted a job fair. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	4	General Manager Digital Media Manager Digital Content Manager News Director
2	9/28/2021	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ohio University. The Station provided administrative and advertising resources. Station personnel were able to meet with individuals from community and discuss vacancies at the Station and the broadcasting industry.	1	General Manager
3	1/19/2022	Participation in events or programs sponsored by educational institutions	The Station participated at the WVU Reed College of Media. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	News Director News Anchor News Anchor
4	1/24/2022	Participation in events or programs sponsored by educational institutions	The Station participated at the Ohio University Media Day. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director News Anchor
5	2/16/2022	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ohio University. The Station provided administrative and advertising resources. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and the broadcasting industry.	2	General Manager News Anchor
6	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.	8	News Director Local Sales Manager Promotions Manager Chief Engineer