

WOWK

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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	1-3, 5, 8-22	8
News Producer	1-5, 9-22	21
News Reporter/MMJ	1-3, 5, 9-22	12
News Reporter/MMJ	1-5, 8-22	8
Photographer	1-3, 5, 9-22	12
Morning & Noon Anchor/Producer	1-3, 5-6, 9-22	6
News Producer	2-5, 8-10, 12-22	12
Meteorologist	2-6, 8-10, 12-22	6
Account Executive	2-3, 5, 8-10, 12-22	12
News Producer	2-3, 5, 8-10, 12, 14-22	12
Digital Producer	2-5, 9-10, 12, 14-22	12
Morning News Anchor	2-6, 9-10, 12, 14-22	6
News Producer	2-3, 5, 9-10, 12, 14-22	12
News Reporter	2-5, 8-10, 12, 14-22	8
Weekend Anchor/Multimedia Journalist	2-7, 9-10, 12, 14-22	6
Editor	2-5, 8-10, 12, 14-22	4
Multimedia Journalist/Reporter	2-5, 9-10, 12, 14-22	12
Assistant News Director	2-6, 8-10, 12, 14-22	6
Digital Content Manager (Web Manager)	2-6, 9-10, 12, 14-22	6

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 Sources #1 Bowling Green University & #11 Mississippi St. University - was removed on June 3, 2022.

Recruiting Source #13 Ohio University - was removed on May 4, 2023.

WOWK
EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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	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
3	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Carol Dudley Manual Posting	N	0
4	Indeed.com	N	23
5	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
6	Internal Promotion	N	11
7	Job Fair	N	2
8	Linked In	N	15
9	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

WOWK
EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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	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
11	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
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	18
13	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : stewartr@ohio.edu Robert Stewart	N	2
14	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	1
15	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	N	0

WOWK
EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0
17	University of Kentucky Employer Relations Lexington, Kentucky 40506 Phone : 859-257-2751 Url : https://app.joinhandshake.com/ Rachel Brand Manual Posting	N	0
18	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-6561 Shelby Hill Manual Posting	N	0
19	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
20	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
21	WV Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : (304) 744-2143 Michele Crist Manual Posting	N	1

WOWK
EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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
22	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:			73

WOWK
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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	Business Administrator General Manager
2	9/21/2022	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.	2	General Manager Digital Sales Manager
3	10/4/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a University of Kentucky newscast class. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Director
4	10/14/2022	Participation in Job Fairs	The station participated at the Virginia Tech School of Communication's Multimedia Journalism Career & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	2/14/2023	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
6	3/8/2023	Participation in Job Fairs	The Station participated at Marshall University Career Expo Spring 2023. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Local Sales Manager

WOWK
EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/28/2023	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
8	3/30/2023	Participation in Job Fairs	The Station participated at WVU's Spring Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director