

WJW
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
Vacation Relief Technician	1, 3-4, 6-11, 13-25	21
Vacation Relief Technician	1, 3-4, 6-11, 13-25	17
Production Assistant	1-4, 6, 8-11, 13-15, 17-20, 22-25	9
Engineering Technician	1-4, 6, 8-11, 13-15, 17-20, 22-25	9
Engineering Technician	1-4, 6, 8-11, 13-18, 20, 22-25	14
Producer (NE)	1-4, 6, 8, 10-13, 15-18, 20, 22-25	12
Associate Producer	1-4, 6, 8, 10-11, 13-18, 20, 22-25	17
Photographer (NE)	1-4, 6, 8, 10-11, 13-18, 20, 22-25	14
Engineering Technician	1-4, 6, 8-11, 13-18, 20-25	21
Engineering Technician	1-4, 6, 8-11, 13-18, 20-25	21
Newscast Producer	1-6, 8, 10-13, 15-18, 20, 22-25	12
Integrated Digital Specialist	1-4, 6, 8, 10-11, 13-18, 20, 22-25	17
Engineering Technician	1-4, 6, 8-11, 13-18, 20, 22-25	9
LIFESTYLE SHOW PRODUCER / STATION EVENTS COORDINAT	1-4, 6, 8-11, 13-18, 20, 22-25	14
Account Executive	1-4, 6, 8, 10, 12-18, 20, 22-25	17
Manager, News Operations	1-4, 6, 8, 10-18, 20, 22-25	12
Vacation Relief Technician	1-4, 6, 8, 10-11, 13-18, 20-25	21
Vacation Relief Technician	1-4, 6, 8, 10-11, 13-18, 20-25	14
Vacation Relief Technician	1-4, 6, 8, 10-11, 13-18, 20-25	11
Vacation Relief Technician	1-4, 6, 8, 10-11, 13-18, 20-25	21

RS #'s 8/Collective Talent was deleted on June 1, 2023

RS #20/Ohio Mean Jobs Cleveland-Cuyahoga was deleted on June 22, 2023

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	Ashland University 401 College Avenue Ashland, Ohio 44805 Phone : 419 289-4142 Url : http://www.myinterfase.com/asjland/employer Email : khagans@ashland.edu Karen Hagans	N	0
2	Ashland University 401 College Avenue Ashland, Ohio 44805 Phone : 419-207-5553 Email : chartsel@ashland.edu Carrie Hartsel	N	0
3	Beonair Network of Media Schools 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216 447-9117 Url : http://www.beonair.com Email : lleciejewski@beonair.com Houda Crable	Y	0
4	Bowling Green State University 225 Bowen-Thompson Student Union Bowling Green, Ohio 43403 Url : bgsu.edu Beth miller Manual Posting	N	0
5	CareerBuilder.com	N	1
6	Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Career Services Manual Posting	N	0

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : www.collectivetalent.com Michael Bille Manual Posting Prong 2 Ended Date: 6/1/2023	N	0
8	Cuyahoga Community College 700 Carnegie Avenue cleveland, Ohio 44115 Url : https://www.tri-c.edu/ Claudia Motiu Manual Posting	N	0
9	Employee Referral	N	16
10	Handshake 225 Bush St 12th floor San Francisco, California 94104 Phone : na Url : https://app.joinhandshake.com/ Online Posting Manual Posting	N	0
11	Indeed.com	N	34
12	Internal Promotion	N	4
13	Kent State University 800 E. Summit St. Kent , Ohio 44242 Url : https://www.kent.edu/ Robin Pijor Manual Posting	N	0
14	Linked In	N	40
15	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800 995-LCCC Career Services Manual Posting	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
16	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626 792-6462 Email : info@nhmc.org Career Services	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	20
18	Ohio Association of Broadcasters 17 S High Street Suite 1010 Columbus, Ohio 43215 Phone : 614 228-4052 Email : mwest@oab.org Mariah West	N	0
19	Ohio Means Jobs Cleveland-Cuyahoga 1020 Bolivar Road Cleveland, Ohio 44115 Phone : 216-898-8363 Tom Hasson Manual Posting Prong 2 Ended Date: 6/22/2023	N	0
20	Ohio University 1 Ohio University Athens, Ohio 45701 Url : https://www.ohio.edu/ Katie Hankins Manual Posting	N	0
21	Re-hire	N	11
22	SBE Chapter 70 (Society of Broadcast Engineers) 47 N. Pershing Ave Akron, Ohio 44313 Phone : 330-671-6208 Url : www.sbe70.org Email : blake@uakron.edu Blake Thompson	N	0

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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
23	The Ohio State University 281 West Lane Avenue Columbus, Ohio 43210 Phone : 614-292-9190 Url : https://www.osu.edu Nancy Thompson Manual Posting	N	0
24	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	0
25	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:			126

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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	6/20/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated in a station tour with broadcasting students from Ohio Center for Broadcasting. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Meteorologist
2	8/2/2023	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, sport and weather. The Station hosted Two (2) interns from Kent State University during the 2023 Fall Semester, one (1) intern from Kent State University during the 2023 Winter Semester and one (1) intern from Cleveland State University during the 2023-24 Winter Semester.	4	News Director Assistant Director of News Director, Creative Services Sports / News Proudler
3	10/11/2023	Participation in events or programs sponsored by educational institutions	Station personal participated in a discussion at Horizon Cleveland School. Station personal discussed careers in media and journalism with high school senior students.	2	News Anchor H.R. Administrator
4	Ongoing Event	Establishment of training programs for station personnel	The Station has an established Training Program that allows Station personnel to acquire skills that could qualify them for higher level positions. During the current reporting term, there was one participant.	2	Digital Sales Manager Sales Assistant
5	3/20/2024	Participation in events or programs sponsored by educational institutions	Station personnel participated in a station tour with broadcasting students from Ohio Media School. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	Meteorologist News Anchor News Anchor
6	5/21/2024	Provision of training to management	The Station conducted a mandatory training session hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy and information document retention and hiring procedures.	11	GM, News Assist. Dir, News Dir. GSM, LSM, Digital Sales Creative Services, Dir. Creative Services, Dir. of Tech. Assign. Manager, BA