

# WBOY

## 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Chief Meteorologist (REQ 19156)	1, 3, 5-7, 10-13, 15-16, 20, 22-23, 25-27, 29	1
Multimedia Journalist/Reporter	2-3, 5-6, 9-29	9
Meteorologist	2-3, 5-6, 9-29	12
Sales Manager	2-3, 5-6, 10-29	12
Multimedia Journalist / Reporter	2-3, 5-6, 10-29	12
HR / Business Coordinator / Executive Assistant	2-3, 5-6, 8-29	8
Sports Producer - Gold and Blue Nation	1-3, 5-6, 8-29	1
Morning News Anchor	2-6, 9-12, 14-29	4
Sales Account Executive	2-3, 5-6, 10-12, 14-29	12
Creative Services Director	2-6, 10-12, 14-26, 28-29	4
Reporter, MultiMedia Journalist	2-3, 5-6, 10-12, 14-26, 28-29	12
Sports Anchor/Reporter	2-3, 5, 10, 12, 14-19, 21-24, 26, 28	12

Nexstar did not actively distribute job vacancy notices to Career Builder.com, Indeed.com and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

The Station added the following new recruiting sources on dates indicated: RS#2/Concord University and RS #13/Ohio University - July 29, 2022, RS #17/S.I. Newhouse School of Public Communications Syracuse University - August 16, 2022, RS#21/Waynesburg University; RS #24/West Virginia State University; RS #28/Westminster College; RS #18/Syracuse University – September 13, 2022, RS #19/The Craig Newmark Graduate School of Journalism at City University of New York – September 16, 2022.

The Station deleted the following historical recruiting sources on dates indicated: RS #4/Collective Talent; RS #5/Columbia School of Journalism; RS #7/Connecticut School of Broadcasting; RS #17/Ithaca College; RS #22/Media Match; RS #23/Medialine; RS #36/Robert Morris University; RS #40/TV Jobs and RS #41/University of Oklahoma – June 3, 2022, RS #27/Ohio State University – July 11, 2022, RS #28/Ohio University and RS #29/Ohio University – July 13, 2022, RS #14/Int'l College of Broadcasting – July 14, 2022, RS#48/West Virginia Wesleyan College – July 27, 2023.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	CareerBuilder.com	N	2
2	Concord University 1000 Vermillion St. Athens, West Virginia 24712 Phil Lewis Manual Posting	N	0
3	Davis & Elkins College 100 Campus Dr, Elkins, West Virginia 26241 Phone : 3046371220 Url : <a href="https://www.dewv.edu/">https://www.dewv.edu/</a> Job Board Manual Posting	N	0
4	Employee Referral	N	3
5	Fairmont State University 1201 Locust Avenue Fairmont, West Virginia 26554-2470 Phone : 304-333-3665 Url : <a href="https://nexstar.wd5.myworkdayjobs.com/nexstar">https://nexstar.wd5.myworkdayjobs.com/nexstar</a> JaRhonda Staples Manual Posting	N	0
6	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	N	0
7	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Postings Manual Posting	N	0
8	Indeed.com	N	7
9	Linked In	N	11

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10	Marshall University 1 John Marshall Dr. Huntington, West Virginia 25755 Phone : 304-696-5034 Url : <a href="http://www.marshall.edu/jobtrax">http://www.marshall.edu/jobtrax</a> Job Board Manual Posting	N	0
11	Mississippi State University 108 Hilbun Hall 355 Lee Blvd. Mississippi State, Michigan 39762 Phone : 662-268-1032 Email : <a href="mailto:jamie.dyer@msstate.edu">jamie.dyer@msstate.edu</a> 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	22
13	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : <a href="mailto:rogus@ohio.edu">rogus@ohio.edu</a> Mary Rogus	N	0
14	Ohio University 300 Lindley Hall Athens, Ohio 45701-2979 Phone : 740-566-8888 Url : <a href="http://www.ohio.edu/career">www.ohio.edu/career</a> Aaron Sturgill Manual Posting	N	0
15	Pennsylvania Western University 250 University Ave, California, Pennsylvania 15419 Phone : 724-938-4347 Url : <a href="https://www.calu.edu/careers">https://www.calu.edu/careers</a> Job Board Manual Posting	N	0

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16	Point Park University 201 Wood Street Room 514 West Penn Pittsburgh, Pennsylvania 15222 Phone : 412-392-3981 Url : <a href="https://www.pointpark.edu/careerready">https://www.pointpark.edu/careerready</a> Kenneth Anderson Manual Posting	N	0
17	S.I. Newhouse School of Public Communications - Syracuse University 313 Newhouse 3 215 University Place Syracuse, New York 13244 Phone : 315.443.1209 Brittany Wallace Manual Posting	N	0
18	Syracuse University 820 Comstock Ave Ste 214 Syracuse, New York 13244 Phone : 315-443-3270 Url : <a href="http://careerservices.syr.edu/">http://careerservices.syr.edu/</a> Kelly Barnett Manual Posting	N	0
19	The Craig Newmark Graduate School of Journalism at City Univ. of New York 219 West 40th Street1001 New York, New York 10018 Phone : (646) 758-7874 Url : <a href="https://www.journalism.cuny.edu/current-students/c">https://www.journalism.cuny.edu/current-students/c</a> Adia Tucker Manual Posting	N	0
20	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, Pennsylvania 15260 Phone : 412-624-4141 Url : <a href="http://www.pitt.edu">www.pitt.edu</a> Email : <a href="mailto:dwb32@pitt.edu">dwb32@pitt.edu</a> Devin Changa	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	Waynesburg University 51 W College Street Waynesburg, Pennsylvania 15370 Phone : (724) 852-7790 Url : <a href="https://www.waynesburg.edu/">https://www.waynesburg.edu/</a> Sarah Bell Manual Posting	N	0
22	West Liberty University 208 University Drive, West Liberty, West Virginia 26074 Phone : 304-336-5000 Url : <a href="https://www.westliberty.edu/">https://www.westliberty.edu/</a> Job Board Manual Posting	N	0
23	West Virginia Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : 304-744-2143 Michele Crist Manual Posting	N	0
24	West Virginia State University 108 Wallace Hall Institute, West Virginia 25112 Phone : tel:304-766-3236 Url : <a href="mailto:col@wvstateu.edu">col@wvstateu.edu</a> Travis Kahle Manual Posting	N	0
25	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : <a href="mailto:emily.corio@mail.wvu.edu">emily.corio@mail.wvu.edu</a> Emily Corio	N	0
26	West Virginia University West Virginia University Morgantown, West Virginia 26506 Phone : 304-293-0111 Url : <a href="http://careerservices.wvu.edu/employers">http://careerservices.wvu.edu/employers</a> Board Posts Manual Posting	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	West Virginia Wesleyan College 59 College Avenue Buckhannon, West Virginia 26201 Phone : 304-473-8000 Url : <a href="https://www.wvwc.edu/">https://www.wvwc.edu/</a> Job Posting Manual Posting	N	0
28	Westminster College 319 S Market Street New Wilmington, Pennsylvania 16172 Phone : 724-946-7339 Url : <a href="https://www.westminster.edu/">https://www.westminster.edu/</a> Jennifer Hough Manual Posting	N	0
29	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>46</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	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 two (2) interns from West Virginia University Reed College of Media during the 2023 Fall Semester.	1	Executive Producer
2	10/3/2023	Participation in Job Fairs	The Station participated at Nexstar Day at West Virginia University Reed College of Media. Station personnel were able to meet with students and discuss vacancies at the Station and in the Broadcasting industry.	2	News Director Executive Producer
3	10/6/2023	Participation in events sponsored by organizations representing the community	Station personnel attended the Human Resources Trends Business Breakfast hosted by the Harrison County Chamber of Commerce. During the event, the Station personnel had identification and were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.	1	HR Business Coordinator
4	3/8/2024	Participation in Job Fairs	The Station participated at the Grafton High School Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Account Executive
5	3/27/2024	Participation in Job Fairs	The Station participated at the Fairmont State University Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
6	5/6/2024	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.	5	News Director Sales Manager Production Manager General Manager / VP