

**WKBN-TV, WYFX-LD 2023-2024****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Account Executive	1-2, 5-6, 9-13, 15-19, 21, 23-27	5
MMJ/Photographer	1-2, 4, 6, 8-13, 15-19, 21, 23-27	8
Account Executive	1-2, 4-6, 8-13, 15-19, 21, 23-27	5
Account Executive	1-2, 4-6, 8-13, 15-19, 21, 23-27	5
Account Executive	1-2, 4-6, 8-13, 15-19, 21, 23-27	4
Morning Anchor	1-2, 5-6, 8-13, 15-19, 21, 23-27	5
Multimedia Journalist	1-3, 5-27	3
Weekend Sports Anchor/Digital MMJ Sports Reporter	1-2, 4, 6, 10-13, 15-19, 21, 23-27	11
Digital Content Developer/Reporter	1-2, 4-6, 8, 10-13, 15-21, 23-27	5
Meteorologist - Weekday Morning	1-2, 5-6, 10-13, 15-21, 23-27	5
Account Executive	1-3, 5-8, 10-27	3
Account Executive	1-3, 5-8, 10-27	5
News Producer	1-3, 6-8, 10-27	3
Director	1-2, 5-6, 10-13, 15-21, 23-27	5
News Director	1-2, 5-8, 10-13, 15-27	5
Multimedia Content Producer	1-4, 6-7, 10-27	3
Sales Coordinator	1-2, 4, 6-8, 10-27	8
News Producer	1-3, 6-8, 10-27	7
Sales Coordinator	1-7, 10-27	3
Multimedia Content Producer	1-2, 4, 6-7, 10-27	24
MMJ/Photographer	1-2, 4, 6-8, 10-27	4
Multimedia Journalist	1-2, 5-7, 10-27	5

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

DELETED source on June 2, 2023 - RS#9/Mizzou University of Missouri.

Added sources on July 11, 2023 - RS#20/Thiel College; on October 11, 2023 - RS#7/Kent State University/CCI/Main Campus and RS#22/University of Akron; on October 25, 2023 - RS#14/Ohio University.

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Multimedia Journalist	1-2, 5-7, 10-27	5

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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>
1	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
2	Columbiana County Career & Technical Center 9364 State Route 45 Lisbon, Ohio 44432 Phone : 330-424-3508 Url : http://www.ccctc.k12.oh.us/ Email : Michelle.Fitzsimmons@ccctc.k12.oh.us Michelle Fitzsimmons	N	0
3	Employee Referral	N	9
4	Indeed.com	N	20
5	Internal Promotion	N	17
6	Kent State University - Trumbull Campus 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 1-330-675-8847 Url : http://www.kent.edu Email : nmhall@kent.edu Nicolette Fenlock	N	0
7	Kent State University/CCI/Main Campus 800 E. Summit St. Kent, Ohio 44242 Phone : 330-672-2950 Url : www.kent.edu/cci Caitlin Guenther Manual Posting	N	1
8	Linked In	N	24
9	Mizzou University of Missouri 104 Cornell Hall Columbia, Missouri 65211 Phone : 573-882-6898 Url : hiremissoubusiness.com Robert Trulaske Manual Posting	N	0

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10	Myvalleyjobstoday.com 13325 South Point Blvd Suite 100 Charlotte, North Carolina 28273 Phone : 404-971-0862 Url : myyvalleyjobstoday.com Brian Collins Manual Posting	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
12	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : www.oab.org Katie Lovell Manual Posting	N	0
13	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 1-216-447-9117 Url : http://www.beonair.com Email : jhardy@beonair.com Janice Hardy	N	0
14	Ohio University Baker University Center 1 Park Place Athens, Ohio 45701 Phone : 740-566-8888 Url : ohio.edu Holly Seckinger Manual Posting	N	0
15	One Stop Columbiana 7989 Dicky Drive Suite 4 Lisbon, Ohio 44432 Phone : 1-330-420-9675 Url : http://www.onestopohio.org Email : cmclaughlin@mctaworkforce.org Christopher McLaughlin	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>
16	One Stop Mahoning 127 Boardman Canfield Road Youngstown, Ohio 44512 Phone : 1-330-965-1787 Url : <a href="http://www.onestopohio.org">http://www.onestopohio.org</a> Email : <a href="mailto:cmclaughlin@mctaworkforce.org">cmclaughlin@mctaworkforce.org</a> Chris McLaughlin	N	0
17	Penn State University Bank of America Career Center 101 Eisenhower Road University Park, Pennsylvania 16802 Phone : 1-814-865-4400 Url : <a href="http://www.psu.edu">http://www.psu.edu</a> Job Listing Manual Posting	N	1
18	Regional Chamber of Commerce 11 Central Square Suite 1600 Youngstown, Ohio 44503 Phone : 1-330-744-2131 Url : <a href="http://www.regionalchamber.com">http://www.regionalchamber.com</a> Email : <a href="mailto:kim@regionalchamber.com">kim@regionalchamber.com</a> Kim Calvert	N	0
19	The Ohio Media School 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 ext 5106 Url : <a href="http://beonair.com/columbus">beonair.com/columbus</a> Email : <a href="mailto:amoore@beonair.com">amoore@beonair.com</a> Alvis Moore	N	0
20	Thiel College 1st Floor Roth Hall Greenville, Pennsylvania 16125 Phone : 724-589-2756 Url : <a href="http://thiel.edu">thiel.edu</a> Libbi Brown Manual Posting	N	0
21	Trumbull County Career & Technical Center 528 Educational Hwy NW Warren, Ohio 44483 Phone : 330-847-0503 Url : <a href="http://www.tctchome.com/">http://www.tctchome.com/</a> Email : <a href="mailto:cara.detoro@tctchome.com">cara.detoro@tctchome.com</a> Cara Detoro	N	0

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22	University of Akron Jean Hower Taber Student Union Room 211 Akron, Ohio 44325 Phone : 330-972-7747 Url : uakron.edu Career Center Manual Posting	N	0
23	Westminster College Career Center 319 South Market Street New Wilmington, Pennsylvania 16172 Phone : 1-724-946-7339 Url : westminstercollege.edu Jennifer Hough Manual Posting	N	0
24	WKBN Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wkbn.com Justin Shilot Manual Posting	N	10
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
26	WYTV Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wytv.com Justin Shilot Manual Posting	N	0
27	Youngstown State University One University Plaza Youngstown, Ohio 44555 Phone : 330-941-3299 Url : ysu-csm.symplicity.com/employers Susan George Manual Posting	N	2

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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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>89</b>

**WKBN-TV, WYFX-LD 2023-2024****EEO PUBLIC FILE REPORT****June 1, 2023 - May 31, 2024****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	10/18/2023	Participation in Job Fairs	The SEU participated at the Kent State University Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Assistant News Director Digital Executive Producer Manager, Digital Media/Commercial Production
2	2/20/2024	Participation in Job Fairs	The SEU Participated at the Kent State University Job Fair. SEU Personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	News Director Assistant News Director Digital Executive Producer
3	2/23/2024	Participation in Job Fairs	The SEU Participated at the Penn State University Job Fair. SEU Personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
4	3/4/2024	Participation in scholarship programs	The SEU actively participates and takes an administrative role in the Caring for Our Community Tom Holden Memorial Scholarship. This year's recipient was from Labrae High School.	5	Promotions Director Promotions Producer Commercial Manager Television Director
5	5/10/2024	Provision of training to management	The SEU 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	
6	5/15/2024	Establishment of an intern program designed to assist members of the community	The SEU 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 SEU hosted one (1) intern, from Ohio University and one (1) intern, from Youngstown State University, during the 2023 Summer Semester.	1	Managing Editor