

**WJW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

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
Reporter	1-7, 10-16, 18-20, 22-25	5
Account Executive	1-7, 10-12, 14, 16, 18-20, 22-25	5
HR Business Administrative Assistant	17, 21	21
Digital Content Producer	1-2, 4-12, 14, 16-20, 24-25	5

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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	Ashland University 401 College Avenue Ashland, Ohio 44805 Phone : 419 289-4142 Url : <a href="http://www.myinterfase.com/asjland/employer">http://www.myinterfase.com/asjland/employer</a> Email : <a href="mailto:khagans@ashland.edu">khagans@ashland.edu</a> Karen Hagans	N	0
2	Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Career Services Manual Posting  Prong 2 Ended Date: 3/3/2020 Prong 2 Ended Date: 3/3/2020	N	0
3	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	Y	0
4	Cuyahoga Community College Attn: Career Services 700 Carnegie Ave Cleveland, Ohio 44115 Email : <a href="mailto:customerservice@tri-c.edu">customerservice@tri-c.edu</a> Career Services	N	0
5	Employee Referral	N	7
6	fox8.com 5800 S. Marginal Rd. Cleveland, Ohio Phone : 773-883-3120 Juana Vega Manual Posting	N	0
7	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	N	3
8	Internal Promotion	N	1

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9	Linked In	N	1
10	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800 995-LCCC Email : careers@lorainccc.edu Career Services	N	0
11	NATAS-Lower Great Lakes Chapter c/o Thatcher Management Svcs LLC 7650 Chippewa Road, Suite 305 Brecksville, Ohio Phone : 440 526-EMMY Email : administrator@natasgl.org Career Services	N	0
12	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
13	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626-792-3846 Url : <a href="http://careerservices.nabj.org">http://careerservices.nabj.org</a> Eric Wee Manual Posting	N	0
14	National Association of LaRuza Raul Yzaguirre Building 1126 16th Street NW Washington, District of Columbia 20036 Phone : 202 785-1670 Email : comments@nclr.org Career Services	N	0
15	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 973 992-7311 Wayne Jose Manual Posting	N	0

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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	0
18	Ohio Association of Broadcasters 17 S High Street Suite 1010 Columbus, Ohio 43215 Phone : 614 228-4052 Email : klovell@oab.org Katie Lovell	N	0
19	Ohio Means Jobs Cleveland-Cuyahoga 1020 Bolivar Road Cleveland, Ohio 44115 Phone : (216) 664-2151 Email : india.joyeau@ulagency.org Fax : 1-216-443-5950 India Joyeau	Y	0
20	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216 447-9117 Url : http://www.beonair.com Email : jhardy@beonair.com Janessa Hardy	Y	0
21	Re-hire	N	1
22	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0

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23	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting	N	0
24	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	0
25	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>13</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	8/18/2019	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 had four (4) interns during the 2019 Fall Semester. Two (2) interns from Baldwin Wallace, one (1) intern from Cleveland State Univeristy, and one (1) intern from Cuyahoga Valley Career Center.	3	News Director Creative Services Director Assistant News Director
2	10/9/2019	Participation in events or programs sponsored by educational institutions	The Station participated with St. Ed's Academy High School in Lakewood for a Facebook Live. During the live event, the students produced and anchored a news segment along with the help of our web and news team.	2	Mgr, Web Content Editor, Managing
3	11/19/2019	Participation in events or programs sponsored by educational institutions	The station participated in a station tour with Tri-C - Cuyahoga Community College. Station personnel discussed careers in media and journalism.	2	VP/General Manager Reporter/Anchor News Director Assistant News Director
4	11/25/2019	Participation in events or programs sponsored by educational institutions	The station welcomed a Freshman Broadcast Journalism Major from Penn State College to shadow Station personnel. The Broadcast Major was able to discuss job qualifications and career opportunities at the station and within the broadcasting industry with the station personnel.	2	Anchor/Reporter Anchor/Reporter
5	2/18/2020	Participation in Job Fairs	The station participated at the Baldwin Wallace University Career & Internship Expo. Station's personnel discussed current open positions with attendees, collected resumes and encouraged them to apply online.	2	News Manager Admin Assistant
6	2/20/2020	Participation in events or programs sponsored by educational institutions	The station welcomed Polaris Career Center students for a station visit. Station Personnel gave students a tour of the newsroom, studio, and control booth. Students were able to observe the broadcast and have discussions with station personnel.	1	Producer

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7	4/24/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated in a community round table with Cleveland State University broadcast students and alumni. The discussion was about media marketing and community involvement for the university's athletic department. Station personnel attracted the university's communications students by encouraging them to apply to the station and discussed the complexities of the broadcast industry as a whole.	1	Anchor/Reporter