

WJW
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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
Associate Producer	1-2, 4, 6, 8-9, 13-22, 25-28	18
Digital Content Producer	1-2, 4, 6, 8, 12-22, 25-28	12
Segment Videographer / Editor	1-2, 4, 6, 8-9, 11-22, 25-28	11
HR Business Administrative Assistant	1-4, 6, 8-9, 11, 13-22, 25-28	11
News Photojournalist	1-2, 4, 6-8, 10-11, 13-22, 25-28	11
News Photojournalist	1-2, 4, 6-8, 10-11, 13-22, 25-28	7
Newscast Producer	1-2, 4, 6, 8-9, 11-13, 15-22, 25-28	11
Marketing and Sales Research Director	1-2, 4, 6-8, 11, 13-22, 24-26, 28	11
Associate Producer	1-2, 4, 6-8, 13-22, 25-26, 28	7
Account Executive	1-2, 4-8, 10, 13-22, 25-26, 28	7
Account Executive	1-2, 4-8, 10, 13-22, 25-26, 28	14
Newscast Producer	1-2, 4, 6, 8, 10, 12-22, 25-26, 28	14
Sales Assistant	1-2, 4, 6, 8, 10, 13, 15-22, 25-26, 28	18
Integrated Digital Specialist	1-2, 4, 6-8, 10, 13-22, 25-26, 28	14
Meteorologist	1-2, 4-6, 8, 12-22, 25-26, 28	14
Lifestyle / Entertainment Show Producer	1-4, 6-8, 10, 13-22, 25-26, 28	7
Engineering Technician	1-2, 4, 6, 8, 10-11, 13-23, 25-26, 28	14
News Photojournalist	1-2, 4, 6-8, 10, 13-22, 25-26, 28	14
Engineering Technician	1-2, 4, 6, 8, 10, 13-23, 25-26, 28	10
Sports Anchor	1-2, 4-6, 8, 10-11, 13-22, 25-26, 28	11
Associate Producer	1-2, 4, 6, 8, 10, 12-22, 25-26, 28	12
Assignment Manager	1, 3, 10-11, 14, 17-19, 22, 28	11
Digital Content Director	1, 7, 11, 14-15, 17-19, 22, 28	11
Reporter	1-8, 13-15, 17-22, 25-26, 28	14
Technician	1, 10, 15, 17-20, 22-23, 28	18

WJW
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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
Technician	1, 7, 10, 17-19, 22-23, 28	10
Production Assistant	1-2, 4, 6, 8, 10, 13-15, 17-22, 25-26, 28	14
Photographer (NE)	1-2, 4, 6-8, 13, 15, 17-22, 25-26, 28	7
Meteorologist	1-2, 4-8, 12-15, 17-22, 25-26, 28	12
Meteorologist	1-2, 4-8, 11-15, 17-22, 25-26, 28	11
Meteorologist	1-2, 4-8, 11-15, 17-22, 25-26, 28	12
Newscast Producer	1-2, 4, 6-8, 11-15, 17-22, 25-26, 28	11
Reporter	1-2, 4-6, 8, 10-11, 13-15, 17-22, 25-26, 28	11
Production Assistant	1-2, 4, 6-8, 10, 13-15, 17-22, 25-26, 28	10
Production Assistant	1-2, 4, 6-8, 10, 13-15, 17-22, 25-26, 28	18
Account Executive	1-2, 4, 6-8, 10, 12-15, 17-22, 25-26, 28	12

WJW
EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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	Bowling Green State University 225 Bowen-Thompson Student Union Bowling Green, Ohio 43403 Url : bgsu.edu Beth miller Manual Posting	N	0
3	CareerBuilder.com	N	4
4	Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Career Services Manual Posting	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	Y	0
6	Cuyahoga Community College 700 Carnegie Avenue cleveland, Ohio 44115 Url : https://www.tri-c.edu/ Claudia Motiu Manual Posting	N	0
7	Employee Referral	N	22

WJW
EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
8	Handshake 225 Bush St 12th floor San Francisco, California 94104 Phone : na Url : https://app.joinhandshake.com/ Online Posting Manual Posting	N	0
9	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, , Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	6
10	Indeed.com	N	35
11	Internal Promotion	N	13
12	Intracompany Transfer	N	12
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	37
15	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800 995-LCCC Career Services Manual Posting	N	0
16	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0

WJW
EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
17	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626 792-6462 Email : info@nhmc.org Career Services	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	27
19	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
20	Ohio Means Jobs Cleveland-Cuyahoga 1020 Bolivar Road Cleveland, Ohio 44115 Phone : 216-898-8363 Tom Hasson Manual Posting	Y	0
21	Ohio University 1 Ohio University Athens, Ohio 45701 Url : https://www.ohio.edu/ Katie Hankins Manual Posting	N	0
22	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216 447-9117 Url : http://www.beonair.com Email : hcrable@beonair.com Houda Crable	Y	0

WJW
EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
23	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
24	Spots N Dots 1635 Old highway 41NW Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 x 701 Url : http://www.spotsndots.com/ Kevin Owens Manual Posting	N	0
25	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
26	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	0
27	UNIDOS US Raul Yzaguirre Building 1126 16th Street NW Washington, District of Columbia 20036 Phone : 202 785-1670 Email : comments@nclr.org Career Services	N	0
28	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:			156

WJW
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/20/2021	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted One (1) intern from Cuyahoga Valley Career Center, during the 2021 Fall Semester, and One (1) intern from Kent State University during the 2021 Fall Semester.</p>	3	Director of News Assistant Director of News Sports/ News Producer
2	2/25/2022	Participation in Job Fairs	The Station participated at the Cleveland State University's Spring 2022 Engineering & Computer Science Connections Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Manager HR Administrative
3	4/22/2022	Participation in Job Fairs	Station personnel participated at the John Hay Educational College Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Meteorologist
4	5/11/2022	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	General Manager , General Sales Manager Local Sales Manager, News Operations Manager , News Director Dir of Design, Dir Creative Services Assis News Dir, Digital Manager, Dir Technology, HR Business Administrator
5	5/12/2022	Participation in events or programs sponsored by educational institutions	The Station participated in a station tour with Holy Name High School. Station personnel discussed careers in media and journalism with junior and senior students.	2	Sports Reporter General Manager