

# WOWK

## EEO PUBLIC FILE REPORT

**June 1, 2018 - May 31, 2019**

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
Account Executive	1-4, 6-11, 13-16, 18, 20, 23-28, 30-34, 36, 38, 40-45	13
Digital Sales Account Executive	1-4, 6-11, 14-16, 18-20, 23-28, 30-34, 38, 40-46	19
Reporter/Multimedia Journalist	1-4, 6-16, 18, 20, 22-34, 37-38, 40-46	13
Reporter/Multimedia Journalist	1-4, 6-16, 18, 20, 22-34, 37-38, 40-46	28
Newscast Director	1-4, 6-11, 13-16, 18, 20, 23-28, 30-34, 38, 40-46	13
Reporter/Multimedia Journalist	1-11, 14-18, 20, 23-28, 30-34, 38-46	28
Newscast Director	1-4, 7-11, 14-15, 18, 20, 23-28, 30-34, 36, 38, 40-46	36
Sales Assistant	1-4, 7-11, 13-15, 17-18, 20, 23-34, 38, 40-46	13
Newscast Director	1-4, 7-11, 14-15, 17-18, 20, 23-28, 30- 34, 38, 40-46	28
Producer	1-4, 7-11, 14-15, 17-18, 20, 23-28, 30- 34, 38, 40-46	17
Sales Account Executive	1-4, 7-11, 14-15, 18, 20, 23-28, 30-35, 38, 40-46	28
General Sales Manager	1-4, 7-11, 14-15, 18-21, 23-28, 30-34, 36, 38, 40-46	36
News Producer	1-4, 7-11, 14-15, 18-20, 23-28, 30-34, 38, 40-46	19
Newscast Director	1-4, 7-11, 14-15, 18, 20, 23-28, 30-34, 36-38, 40-46	36
Digital Sales Account Executive	1-4, 7-11, 14-15, 18, 20, 23-28, 30-34, 36, 38, 40-46	36
Newscast Director	1-4, 7-11, 14-15, 17-20, 23-28, 30-34, 38, 40-46	19
Creative Services Producer	1-4, 7-11, 14-15, 17-18, 20, 23-28, 30- 34, 38, 40-46	28
News Producer	1-4, 7-11, 13-15, 17-18, 20, 23-28, 30- 35, 38, 40-46	13
Sports Anchor/Reporter	1-4, 7-9, 11, 14-15, 18, 20, 22-28, 30- 35, 38, 40-46	35

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1-4, 7-9, 11, 14-15, 18, 20, 23-34, 38, 40-46	28

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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	Ball State University 2000 W. University Avenue Muncie, Indiana 47306 Phone : 765-285-1480 Email : tpollard@bsu.edu Tim Pollard	N	0
2	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5371 Email : jwomack@bishop.edu Juliette Womack	N	0
3	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : kabrads@bgsu.edu Kathy Bradshaw	N	0
4	Bowling Green University 314 West Hall Bowling Green, Ohio 43403 Phone : 419-372-2542 Email : bussell@bgsu.edu Rick Busselle	N	0
5	Bridge Valley Community & Technical College Union Carbide Drive South Charleston, West Virginia 25303 Judy Whipkey Manual Posting	Y	0
6	Cabell Cty Career Tech Center 1035 Norway Avenue Huntington, West Virginia 25705 Phone : 304-528-5107 Email : djude@k12.wv.us Debbie Jude	N	0
7	Case Monroe County PO Box 403 Union, West Virginia 24983 Phone : 304-772-3381 Email : belmore@casewv.org Brenda Elmore	N	0

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

<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>
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbia School of Journalism 207 Journalism MC 3801 New York, New York 10027 Phone : 212-854-4150 Email : as1698@columbia.edu Anusha Shrivastava	N	0
10	Concord University Campus Box 1 PO Box 1000 Athens, West Virginia 24712 Phone : 304-384-5101 Email : robinettej@concord.edu Jenni Canterbury	N	0
11	Connecticut School of Broadcasting 130 Birdseye Rd. Farmington, Connecticut 6032 Phone : 800-887-2346 Email : info@gocsb.com Andrew Hoops	N	0
12	Educational Institution	N	1
13	Employee Referral	N	9
14	Hope Comm Development Corp 600 Kanawha Blvd. Charleston, West Virginia 25302 Phone : 304-343-4673 Email : hopewdc@aol.com Bonita Perry-Dean	N	0
15	Howard University 525 Bryant St. NW-Room 107 Washington, District of Columbia 20059 Phone : 202-806-6100 Email : cdudley@howard.edu Carol Dudley	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	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
17	Indeed.com	N	9
18	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : <a href="mailto:swackkid@yahoo.com">swackkid@yahoo.com</a> Kenny Pyles	N	0
19	Internal Promotion	N	4
20	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3011 Email : <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a> Eloise Green	N	0
21	Job/Bulletin Board	N	3
22	Linked In	N	2
23	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
24	Media Match 8112 1/2 W. 3rd Street Los Angeles, California 90048 Phone : 000-000-0000 Email : <a href="mailto:info@media-match.com">info@media-match.com</a> Tammy Romaniuk	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>
25	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Mark Shilstone	N	0
26	Mississippi State University 108 Hilbun Hall 355 Lee Blvd. Mississippi State, Michigan 39762 Phone : 662-268-1032 Email : jamie.dyer@msstate.edu Jamie Dyer	N	0
27	Mountain Heart Comm. Serv. PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
28	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	19
29	Nexstar's Facebook Page	N	3
30	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-292-3999 Email : hobgood.1@osu.edu Jay Hobgood	N	0
31	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : stewartr@ohio.edu Robert Stewart	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>
32	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0
33	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rogus@ohio.edu Mary Rogus	N	0
34	Penn State University 502 Walker Bldg. University Park, Pennsylvania 16802 Phone : 814-865-0478 Email : ggk2@psu.edu Ginger Kowalchuk	N	0
35	Professional/Industry Trade Organization	N	3
36	Re-hire	N	5
37	Station's Facebook Page	N	2
38	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	3
39	TVJobs.com	N	1
40	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-6561 Email : sheill@ou.edu Shelby Hill	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
41	West Virginia State University 5000 Fairlawn Avenue Institute, West Virginia 25112 Phone : 304-766-3000 Url : <a href="https://wvstateu-csm.symplicity.com/employers/">https://wvstateu-csm.symplicity.com/employers/</a> Jobs Posting Manual Posting	N	0
42	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : <a href="mailto:eric.minor@mail.wvu.edu">eric.minor@mail.wvu.edu</a> Eric Minor	N	0
43	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	0
44	WV Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Phone : (304) 744-2143 Michele Crist Manual Posting	N	0
45	WV Division of Rehab Serv. 107 Capitol Street Charleston, West Virginia 25301 Phone : 304-238-1092 Email : <a href="mailto:stephanie.a.decker@wv.gov">stephanie.a.decker@wv.gov</a> Stephanie Decker	N	0
46	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>64</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	10/10/2018	Participation in Job Fairs	The Station participated at the Marshall University Career Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Administrator
2	11/14/2018	Participation in Job Fairs	The Station participated at the Bridge Valley Community & Technical College Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	HR/Business Administator
3	3/8/2019	Participation in other activities designed by the station employment unit	Station Personnel participated in an event hosted by West Virginia University's Reed College of Media. During that event, Station personnel reviewed, scored and discussed student presentations regarding career decisions and job requirements.	1	News Director
4	3/15/2019	Participation in Job Fairs	The Station participated at the Penn State University Job Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	3/22/2019	Co Sponsoring Job Fair	The Station co-sponsored a Job fair with US Senator Joe Manchin and The City of Charleston. The station provided administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	5	General Manager Digital Sales Manager General Sales Manager Promotions Manager
6	4/2/2019	Participation in Job Fairs	The Station participated at the Marshall University Career Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Administrator