

**WJW**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 - May 31, 2023**

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
Digital Content Producer	1, 3-9, 13, 15, 17-22, 24-25, 27-28	8
Digital Content Producer	1, 3, 5, 7-10, 13-22, 25, 27-28	14
Technician	1, 3, 5-10, 12-15, 17-22, 24-28	12
Meteorologist	1, 3, 5-10, 13-15, 17-22, 25, 27-28	8
News Photojournalist	1, 3, 5, 7-9, 13-15, 17-22, 25, 27-28	8
Associate Producer	1, 3, 5, 7-10, 13-15, 17-22, 25-28	8
Photographer (NE)	1, 3, 5, 7-9, 11, 13-15, 17-23, 25, 27-28	18
MMJ/Reporter	1, 3, 5, 7-10, 13-15, 17-22, 25, 27-28	8
Producer (NE)	1, 3, 5, 7, 9-11, 13, 15, 17-22, 25, 27-28	11
Digital Executive Producer	1, 3, 5, 7-9, 11, 13-15, 17-22, 25, 27-28	11
Reporter	1, 3-9, 13-15, 17-22, 25, 27-28	14
Account Executive	1, 3, 5, 7-9, 13-15, 18, 20-21, 25, 27	8
Producer (NE)	1, 3, 5, 7-9, 13-15, 18, 20-21, 25, 27	8
Associate Producer	1-3, 5-10, 13, 15, 17-22, 24-25, 27-28	8
Engineering Technician	1-3, 5-11, 13, 15, 17-22, 24-25, 27-28	8
Engineering Technician	1-3, 5-15, 17-22, 24-25, 27-28	14
Engineering Technician	1-3, 5-15, 17-22, 24-25, 27-28	12
Special Projects Producer	1-3, 5-7, 9-11, 13-15, 17-22, 24-25, 27-28	11
Broadcast Engineering Technician	1-3, 5-7, 9-10, 12-15, 17-22, 24-25, 27-28	12
Vacation Relief Technician	1-3, 5-10, 13-15, 17-22, 24-25, 27-28	10
Digital Content Producer	1-3, 5-7, 9, 13-15, 17-22, 24-25, 27-28	14

RS # 2/Beonair Network of Media School was added on July 13, 2022

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS #'s 2 and 22 are the same recruitment source as noted by mailing addresses and contact information, this issue will be resolved in future EEO reports.

RS #26/TV News Check is a paid source as was disseminated to two (2) specialized upper-lever positions.

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**I. VACANCY LIST**

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Coordinator, Digital Sales (NE)	1-3, 5-9, 11, 13-15, 17-22, 24-25, 27-28	14
Vacation Relief Technician	1-3, 5-10, 13-15, 17-22, 24-25, 27-28	8
Vacation Relief Technician	1-3, 5-10, 13-15, 17-22, 24-25, 27-28	8
Vacation Relief Technician	1-3, 5-10, 13-15, 17-22, 24-25, 27-28	14
Digital Content Producer	1-9, 13, 15, 17-22, 24-25, 27-28	8
Engineering Technician	1-3, 5-10, 13-15, 17-22, 24-25, 27-28	8
Vacation Relief Technician	1-3, 5-10, 13-15, 17-22, 24-25, 27-28	8

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**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 : <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	Beonair Network of Media Schools 9885 Rockside Rd #160 Valley View, Ohio 44125 Phone : 234-203-2768 Email : <a href="mailto:lleciejewski@beonair.com">lleciejewski@beonair.com</a> Lynda Leciejewski	Y	0
3	Bowling Green State University 225 Bowen-Thompson Student Union Bowling Green, Ohio 43403 Url : <a href="http://bgsu.edu">bgsu.edu</a> Beth miller Manual Posting	N	0
4	CareerBuilder.com	N	3
5	Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Career Services Manual Posting	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Michael Bille Manual Posting	Y	0
7	Cuyahoga Community College 700 Carnegie Avenue cleveland, Ohio 44115 Url : <a href="https://www.tri-c.edu/">https://www.tri-c.edu/</a> Claudia Motiu Manual Posting	N	0
8	Employee Referral	N	59

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9	Handshake 225 Bush St 12th floor San Francisco, California 94104 Phone : na Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Online Posting Manual Posting	N	0
10	Indeed.com	N	27
11	Internal Promotion	N	12
12	Intracompany Transfer	N	3
13	Kent State University 800 E. Summit St. Kent , Ohio 44242 Url : <a href="https://www.kent.edu/">https://www.kent.edu/</a> Robin Pijor Manual Posting	N	0
14	Linked In	N	41
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 : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
17	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626 792-6462 Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Career Services	N	0

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18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
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 : <a href="https://www.ohio.edu/">https://www.ohio.edu/</a> 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 : <a href="http://www.beonair.com">http://www.beonair.com</a> Email : hcrable@beonair.com Houda Crable	Y	1
23	Rehire from COVID-19 pandemic layoff	N	1
24	SBE Chapter 70 (Society of Broadcast Engineers) 47 N. Pershing Ave Akron, Ohio 44313 Phone : 330-671-6208 Url : <a href="http://www.sbe70.org">www.sbe70.org</a> Email : <a href="mailto:blake@uakron.edu">blake@uakron.edu</a> Blake Thompson	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
25	The Ohio State University 281 West Lane Avenue Columbus, Ohio 43210 Phone : 614-292-9190 Url : <a href="https://www.osu.edu">https://www.osu.edu</a> Nancy Thompson Manual Posting	N	0
26	TV News Check 238 Crosshill Road Wynnewood, Pennsylvania 19096 Phone : 817-578-6324 Url : <a href="https://tvnewscheck.com/jobs/">https://tvnewscheck.com/jobs/</a> Paul Greeley Manual Posting	N	0
27	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	0
28	<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>149</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	6/15/2022	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, sport and weather.</p> <p>The Station hosted one (1) intern from Baldwin Wallace College during the 2022 Summer Semester, one (1) intern from Kent State University, one (1) intern from Ohio Media School during the 2022 Fall Semester and one (1) intern from John Carol University during the 2023 Winter Semester.</p>	4	Director, Creative Services New Director Assistant Director of News Sports / News Proudler
2	8/1/2022	Participation in Job Fairs	The Station participated at the Ohio Center for Broadcasting Summer Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	News Manager Director of Creative Services Human Resources Administrator
3	12/9/2022	Participation in events or programs sponsored by educational institutions	Station personal participated in a discussion at Strongsville High School. Station personal discussed careers in media and journalism with high school senior students.	1	Anchor, News
4	5/3/2023	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