

WTRF
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Assistant Chief Engineer I	1-14, 16-20	5
Reporter, News Anchor	2-4, 6, 9, 13, 15-16, 18, 20	9
Reporter, News Anchor	2-4, 6, 9, 13, 15-16, 18, 20	9
Account Executive	2-4, 6, 9-10, 12-18, 20	9
General Sales Manager	2-4, 6, 9-10, 12-16, 18, 20	9
Reporter I, Sports Anchor	2-4, 6, 9-10, 12-16, 18, 20	9
Reporter, News Anchor	2-4, 6, 9-10, 12-18, 20	9
Account Executive	2-4, 6, 9-10, 12-18, 20	9
Newscast Director	2-4, 6, 9-10, 12-18, 20	9
General Sales Manager	2-4, 6, 9-10, 12-18, 20	9
Creative Services Director, III	2-6, 9-10, 12-18, 20	5
Creative Services Producer	2-4, 6, 9-10, 12-18, 20	9
Assignment and Web Producer	2-4, 6, 9-10, 12-18, 20	9

WTRF
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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	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
2	Concord University Campus Box 1 PO Box 1000 Athens, West Virginia 24712 Phone : 304-384-5101 Email : robinettej@concord.edu Jenni Canterbury	N	0
3	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Job Postings Manual Posting	N	0
4	Int'l College of Broadcasting 6 S. Smithville Rd. Dayton, Ohio 45431 Phone : 937-258-8251 Email : swackkid@yahoo.com Kenny Pyles	N	0
5	Internal Promotion	N	2
6	Marshall University 1 John Marshall Dr. Huntington, West Virginia 25755 Phone : 304-696-5034 Url : http://www.marshall.edu/jobtrax Job Board Manual Posting	N	0
7	Media Match 8112 1/2 W. 3rd Street Los Angeles, California 90048 Phone : 000-000-0000 Email : info@media-match.com Tammy Romaniuk	N	0

WTRF
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Mark Shilstone	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	28
10	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-292-3999 Email : hobgood.1@osu.edu Jay Hobgood	N	0
11	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0
12	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : baidya@ohio.edu Atish Baidya	N	0
13	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Editor Listings Manual Posting	N	0

WTRF
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
14	West Liberty University 208 University Drive West Liberty, West Virginia 26074 Phone : 304-336-8521 Email : tgretchen1@westliberty.edu Theresa Gretchen	N	0
15	West Virginia Broadcasters Association PO Box 8499 South Charleston, West Virginia 25303 Phone : 304.744.2143 Url : https://www.wvba.com/ Michele Crist Manual Posting	N	0
16	West Virginia State University 5000 Fairlawn Avenue Institute, West Virginia 25112 Phone : 304-766-3000 Url : https://wvstateu-csm.symplicity.com/employers/ Jobs Posting Manual Posting	N	0
17	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304.293.7007 Email : emily.corio@mail.wvu.edu Emily Corio	N	0
18	West Virginia University West Virginia University Morgantown, West Virginia 26506 Phone : 304-293-0111 Url : http://careerservices.wvu.edu/employers Board Posts Manual Posting	N	0
19	WV Division of Rehab Serv. 107 Capitol Street Charleston, West Virginia 25301 Phone : 304-238-1092 Email : david.m.valentine@wv.gov David Valentine	N	0

WTRF
EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
20	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			30

WTRF
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/4/2023	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 Point Park University during the 2023 Summer Semester; one (1) intern from Bethany College during the 2023 Fall Semester; one (1) intern from West Liberty University during the 2024 Winter Semester.</p>	2	News Director Creative Director Chief Engineer
2	2/23/2024	Participation in events or programs sponsored by educational institutions	The Station participated in the Penn State Job Fair. Station Personnel met with potential job applicants.	2	Web Manager Chief Meteorologist
3	4/5/2024	Participation in events or programs sponsored by educational institutions	The Station participated in the WVU Recruitment Day. Station Personnel met with potential job applicants.	2	News Director Web Manager
4	5/9/2024	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding dissemination of job vacancy information, document retention and hiring procedures.	6	VP/GM Business Administrator News Director General Sales Manager