

**WVNS**  
**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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-4, 7-11, 13-18	10
Photographer/MultiMedia Journalist	1-4, 7-11, 13-18	4
Morning News Anchor	1-3, 5, 7-11, 13-18	5
Producer, News	1-4, 8-11, 13-18	10
Multimedia Journalist	1-4, 7-11, 13-18	4
Evening News Anchor	1-4, 7-11, 13-18	7
Director, Newscast	1-4, 7-11, 13-18	10
Weekend Anchor/MMJ	1-3, 5, 7-11, 13-18	5
Multimedia Journalist/Reporter	1-4, 7-11, 13-18	4
Morning Anchor III / MMJ	1-3, 6, 8-18	12
News Anchor	1-3, 5, 7-11, 13-18	5
Digital Producer	1-4, 7-11, 13-18	2
Account Executive III, Sales	1-4, 8-11, 13-18	10

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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>
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 1000 Vermillion St. Athens, West Virginia 25843 Phone : 304-384-6292 Terri Harmon Manual Posting	N	1
3	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
4	Indeed.com	N	12
5	Internal Promotion	N	3
6	Job Fair	N	1
7	Linked In	N	14
8	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
9	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

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10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
11	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-292-3999 Email : hobgood.1@osu.edu Jay Hobgood	N	0
12	Re-hire	N	1
13	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Editor Listings Manual Posting	N	0
14	University of Oklahoma 120 David L. Boren Blvd. Ste 5900 Norman, Oklahoma 73072 Phone : 405-325-5278 Email : rkerr@ou.edu Robert Kerr	N	0
15	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : emily.corio@mail.wvu.edu Emily Corio	N	0
16	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

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17	WV Broadcasters Association 140 7th Avenue Charleston, West Virginia 25303 Michele Crist Manual Posting	N	0
18	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>42</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	10/4/2023	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 Station and in the broadcasting industry.	2	News Director Local Sales Manager
2	10/20/2023	Participation in Job Fairs	The Station participated at the Virginia Tech School of Communication's 6th Annual Multimedia Journalism Career & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Main Evening Anchor Evening Producer
3	2/14/2024	Participation in Job Fairs	The Station participated at the WVU Business and Communications Career Fair: Spring 2024. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director Local Sales Manager
4	3/6/2024	Participation in Job Fairs	The Station participated at the Marshall University Career Fair Spring 2024. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director Local Sales Manager
5	5/7/2024	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 proper dissemination of job vacancy information, document retention, and hiring procedures.	6	General Manager, GSM Business Administrator News Director, Assistant News Director Chief Engineer