

WKBN-TV, WYFX-LD 2022-2023
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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Production Associate	1-5, 8-27	4
Multimedia Production Associate	1-5, 8-27	5
Executive Producer - Nightside	1-3, 6, 8, 11-27	6
Account Executive	1-5, 8, 11-27	24
News Producer	1-3, 8, 11-27	13
Primary Anchor/MMJ	1-3, 6, 8, 11-27	6
Weekend Sports Anchor/MultiMedia Sports Reporter	1-3, 6-8, 11-27	7
Multimedia Journalist	1-3, 7-8, 11-27	7
Digital Lifestyle Content Creator	1-3, 6, 8-9, 11-27	6
Multimedia Journalist - Hyperlocal	1-2, 8, 11-20, 22-27	24
Promotions Director	1-2, 6, 8, 11-20, 22-27	6
News Producer	1-2, 6, 8, 11-20, 22-27	6
Director	1-2, 4, 8, 11-20, 22-27	4
Sales Coordinator	1-2, 5-6, 8, 11-20, 22-27	6
Multimedia Production Associate	1-2, 4-6, 8, 11-20, 22-27	4
MMJ/Photographer	1-2, 8-9, 11-20, 22-27	13
Sales Coordinator	1-2, 5, 8, 11-20, 22-27	5
Account Executive	1-2, 5, 8, 11-20, 22-27	13
MMJ/Photographer	1-2, 5-6, 8, 11-20, 22-27	6
Promotions Writer/Producer	1-2, 6, 8-9, 11-20, 22-27	6
Office Assistant	1-2, 5, 8, 11-20, 22-27	5

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

In January 2022 and on June 15, 2022, the SEU deleted seven (7) historical recruiting sources.

DELETED source in January 2022 - RS#10/MedialineTalent.com.

DELETED sources on June 15, 2022 - RS#3/Duquesne University, RS#8/Kent State, RS#16/One Stop Columbiana, RS#20/The Ohio Media School, RS#21/Thiel College and RS#23/Westminster College.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning News Anchor	1-2, 6, 8, 11-20, 22-27	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
2	Columbiana County Career & Technical Center 9364 State Route 45 Lisbon, Ohio 44432 Phone : 330-424-3508 Url : http://www.ccctc.k12.oh.us/ Email : Michelle.Fitzsimmons@ccctc.k12.oh.us Michelle Fitzsimmons	N	0
3	Duquesne University 600 Forbes Ave Pittsburgh, Pennsylvania 15282 Phone : 412-396-6000 Url : www.duq.edu Kim Pierce Manual Posting	N	0
4	Employee Referral	N	10
5	Indeed.com	N	24
6	Internal Promotion	N	20
7	Intracompany Transfer	N	3
8	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 1-330-675-8847 Url : http://www.kent.edu Email : nmhall@kent.edu Nicolette Fenlock Prong 2 Ended Date: 6/15/2022	N	0
9	Linked In	N	7

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10	MedialineTalent.com P.O. Box 51909 Pacific Grove, California 93950 Phone : 706-364-7564 Url : http://medialine@medialine.com Email : jobs@medialinetalent.com Rich Everitt	N	0
11	Mizzou University of Missouri 104 Cornell Hall Columbia, Missouri 65211 Phone : 573-882-6898 Url : hiremissoubusiness.com Robert Trulaske Manual Posting	N	0
12	Myvalleyjobstoday.com 13325 South Point Blvd Suite 100 Charlotte, North Carolina 28273 Phone : 404-971-0862 Url : myvalleyjobstoday.com Brian Collins Manual Posting	N	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
14	Ohio Association of Broadcasters 17 South High Street Suite 1010 Columbus, Ohio 43215 Phone : 614-228-4052 Url : www.oab.org Katie Lovell Manual Posting	N	0
15	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 1-216-447-9117 Url : http://www.beonair.com Email : jhardy@beonair.com Janice Hardy	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	<p>One Stop Columbiana 7989 Dicky Drive Suite 4 Lisbon, Ohio 44432 Phone : 1-330-420-9675 Url : http://www.onestopohio.org Email : Christopher@onestopohio.org Christopher McLaughlin</p> <p>Prong 2 Ended Date: 6/15/2022</p>	N	0
17	<p>One Stop Mahoning 141 Boardman Canfield Road Boardman, Ohio 44512 Phone : 1-330-965-1787 Url : http://www.onestopohio.org Email : mary@onestopohio.org Mary Ann Kochalko</p>	N	0
18	<p>Penn State University Bank of America Career Center 101 Eisenhower Road University Park, Pennsylvania 16802 Phone : 1-814-865-4400 Url : http://www.psu.edu Job Listing Manual Posting</p>	N	0
19	<p>Regional Chamber of Commerce 11 Central Square Suite 1600 Youngstown, Ohio 44503 Phone : 1-330-744-2131 Url : http://www.regionalchamber.com Email : kim@regionalchamber.com Kim Calvert</p>	N	0
20	<p>The Ohio Media School 5330 East Main Street Columbus, Ohio 43213 Phone : 614-655-5250 ext 5106 Url : beonair.com/columbus Email : amoore@beonair.com Alvis Moore</p> <p>Prong 2 Ended Date: 6/15/2022</p>	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
21	Thiel College 1st Floor Roth Hall Greenville, Pennsylvania 16125 Phone : 724-589-2014 Url : thiel.edu H Balas Manual Posting	N	0
22	Trumbull County Career & Technical Center 528 Educational Hwy NW Warren, Ohio 44483 Phone : 330-847-0503 Url : http://www.tctchome.com/ Email : cara.detoro@tctchome.com Cara Detoro	N	0
23	Westminster College Career Center 319 South Market Street New Wilmington, Pennsylvania 16172 Phone : 1-724-946-7339 Url : westminstercollege.edu Jennifer Hough Manual Posting Prong 2 Ended Date: 6/15/2022	N	0
24	WKBN Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wkbn.com Justin Shilot Manual Posting	N	18
25	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	WYTV Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wytv.com Justin Shilot Manual Posting	N	0
27	Youngstown State University One University Plaza Youngstown, Ohio 44555 Phone : 330-941-3299 Url : ysu-csm.symplicity.com/employers Susan George Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			93

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to onestopohio.com and the Ohio Association of Broadcasters, a media/trade organization with a broad-based membership, both include the participation of women and minorities.	1	
2	8/1/2022	Participation in Job Fairs	The SEU participated at the Ohio Media School - Cleveland Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Assistant News Director
3	2/24/2023	Participation in Job Fairs	The SEU participated at the Penn State University Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
4	4/19/2023	Participation in scholarship programs	The SEU actively participates and takes an administrative role in the Caring for Our Community Tom Holden Memorial Scholarship. This year's recipient was from Hubbard High School.	5	Promotions Director Art Director Creative Service Director Television Director
5	4/20/2023	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The SEU hosted (2) interns, from Ohio State University and Central State University, during the 2022 Summer Semester and (2) interns, from Akron University and Youngstown State University, during the 2022 Fall Semester.	1	Managing Editor
6	4/25/2023	Provision of training to management	The SEU 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.	8	