

**WKBN-TV, WYFX-LD 2019 - 2020****EEO PUBLIC FILE REPORT****May 28, 2019 - May 31, 2020**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Journalist	1-6, 8-46, 48-69	18
Multimedia Journalist	1-6, 8-46, 48-69	37
Multimedia Journalist	1-6, 8-17, 19-21, 23-46, 48-69	28
Digital Content Creator	4-5, 11-14, 16-19, 21, 25, 28-31, 35-37, 40-43, 45, 48-49, 52-57, 64, 66-69	18
Administrative Assistant - Sales	4-5, 11-14, 16-17, 19, 21, 25, 28-31, 35-37, 40-43, 45, 48-49, 52-57, 64, 66-	21
Multimedia Journalist	4-5, 11-14, 16-19, 21, 25, 28-31, 35, 37, 40-43, 45, 48-49, 52-57, 61, 64, 66-69	18
Digital Account Executive	4-5, 11-14, 17-19, 21-22, 25, 28-30, 35, 37, 40-43, 45, 47-49, 52-57, 64, 66-	47
Multimedia Production Associate	4-5, 11-14, 17-19, 21, 25, 28-31, 35, 37, 40-43, 45, 49, 52-56, 64, 66-69	28
News Producer	4-5, 7, 11-14, 17-19, 21, 25, 28-31, 35, 37, 40-43, 45, 49, 52-57, 64, 66-69	28
Investigative Multimedia Journalist	4-5, 7, 11-14, 17, 19, 21, 25, 28-31, 35, 37, 40-43, 45, 49, 52-57, 64, 66-69	37
Administrative Assistant - Sales	4-5, 11-14, 17-19, 21, 25, 28-31, 35, 37, 40-43, 45, 47, 49, 52-57, 64, 66-69	47
Executive Producer	4-5, 11-14, 17, 21, 25, 28-31, 35, 37, 40-43, 45, 48-49, 52-57, 64, 66-69	37
News Producer	4-5, 7, 11-12, 14, 17-18, 21, 25, 28-31, 35, 37, 40-43, 45, 49, 52-57, 64, 66-69	28

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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	Arcadia University 450 S Easton Rd Glenside, Pennsylvania 19038 Phone : 2155722900 Url : arcadia.edu Mia Weiss Manual Posting	N	0
2	Baldwin Wallace University Career Services 275 Eastland Road Berea, Ohio 44017-2088 Phone : 440-826-2123 Url : www.bw.edu Laura Anderson Manual Posting	N	0
3	Bowling Green State University Career Center 318C Math Sciences Bowling Green, Ohio 43403-0150 Phone : 419-372-2254 Sarah Jurden Manual Posting	N	0
4	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-374-1717 Url : beaweb.org J-D Boyle Manual Posting	N	0
5	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
6	Career Transition Institute 3982 Powell Rd Ste 251 Powell, Ohio 43065 Phone : 614-297-0040 Url : careertransitioninstitute.org Email : info@careertransitioninstitute.org Carol Davis	N	0

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7	Careerbuilder 200 North Lasalle Suite 1100 Chicago, Illinois 60601 Phone : 312-264-9831 Url : careerbuilder.com Timothy Allen Manual Posting	N	3
8	Cedarville University 251 N. Main St Cedarville, Ohio 45314 Phone : 800-233-2784 Url : cedarville.edu Jenny Czerniak Manual Posting	N	0
9	Clarion University 840 Wood Street Clarion, Pennsylvania 16214-1232 Phone : 814-393-2323 Url : clarion.edu Diane Lutz Manual Posting	N	0
10	Cleveland State University Career Services Center 2124 Chester Ave Cleveland , Ohio 44115-2214 Phone : 216-687-2233 Url : csuohio.edu Job Listing Manual Posting	N	0
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	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

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13	Columbus Association of Black Journalists PO Box 1924 Columbus, Ohio 43216 Phone : 614-222-3767 Email : nelson.1203@hotmail.com Alisha Nelson	N	0
14	Community Refugee & Immigration Services 1925 E. Dublin-Granville Rd Suite 102 Columbus, Ohio 43229 Phone : 614-840-9634 Url : cris-ohio.org Email : tdhungana@cris-ohio.org Tara Dhungana	N	0
15	Dickinson College 28 N College St Carlisle, Pennsylvania 17013 Phone : 7172451740 Url : dickinson.edu Job Listing Manual Posting	N	0
16	Direct Employers 9002 N. Purdue Rd Suite 100 Indianapolis, Indiana 46268 Job Posting Manual Posting	N	0
17	Duquesne University 600 Forbes Ave Pittsburgh, Pennsylvania 15282 Phone : 412-396-6000 Url : www.duq.edu Kim Pierce Manual Posting	N	0
18	Employee Referral	N	12
19	Glassdoor Mill Valley Headquarters 100 Shoreline Highway Mill Valley, California 94941 Url : glassdoor.com Job Posting Manual Posting	N	0

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20	Grove City College 100 Campus Drive Grove City , Pennsylvania 16127 Phone : 7244582000 Url : gcc.edu Job Listing Manual Posting	N	0
21	Indeed, Inc 7501 N. Capital of Texas H. Building B Austin, Texas 78731 Phone : 203-653-4930 Url : indeed.com Payal Garg Manual Posting	N	7
22	Internal Promotion	N	2
23	Jobspider.com 3000 Stanton Cir Carmichael, California 95608 Phone : Online Url : jobspider.com Job Listing Manual Posting	N	0
24	John Carroll University 1 John Carroll Boulevard University Heights, Ohio 44118 Phone : 216-397-4237 Url : jcu.edu Barb Koeth Manual Posting	N	0
25	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	Y	0
26	La Roche College 9000 Babcock Boulevard Pittsburgh, Pennsylvania 15237 Phone : 412-536-1788 Url : laroche.edu Rebecca Rosswog Manual Posting	N	0

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27	Lebanon Valley College 101 College Ave Annville, Pennsylvania 17003 Phone : 7178676161 Url : lvc.edu Job Listing Manual Posting	N	0
28	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : LinkedIn.com Job Listing Manual Posting	N	14
29	Mahoning County Career & Technical Center 7300 N Palmyra Rd Canfield, Ohio 44406 Phone : 330-729-4000 Url : mahoningctc.com Email : jessica.cene@mahoningctc.com Jessica Cene	N	0
30	Mahoning Valley United Way 255 Watt Street Youngstown, Ohio 44505 Phone : 1-330-746-8494 Url : http://www.ymvunitedway.org Email : bhannon@ymvunitedway.org Bob Hannon	N	0
31	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	Y	0
32	MediaMatch 5900 Wilshire Blvd Floor 21 Los Angeles, California 90046 Phone : 323-284-5589 Url : media-match.com Online Job Manual Posting	N	0

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33	Mercyhurst College Career Development Center 501 East 38th St Erie, Pennsylvania 16546 Phone : 1-814-824-2426 Url : <a href="http://www.mercyhurst.edu">http://www.mercyhurst.edu</a> Frank Rizzone Manual Posting	N	0
34	Messiah College One College Ave Mechanicsburg, Pennsylvania 17055 Phone : 7177965300 Url : <a href="http://jobs.messiah.edu">jobs.messiah.edu</a> Job Listing Manual Posting	N	0
35	Mizzou University of Missouri 104 Cornell Hall Columbia, Missouri 65211 Phone : 573-882-6898 Url : <a href="http://hiremissoubusiness.com">hiremissoubusiness.com</a> Robert Trulaske Manual Posting	N	1
36	Monster 133 Boston Post Rd Weston, Massachusetts 02493 Job Posting Manual Posting	N	0
37	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
38	Northwestern University Fisk Room 106 1845 Sheridan Rd Evanston, Illinois 60208-2101 Phone : 847-467-5066 Url : <a href="http://northwestern.edu">northwestern.edu</a> Susan Schmitz Manual Posting	N	0

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39	Notre Dame College 4545 College Road South Euclid, Ohio 44121-4293 Phone : 216-373-5290 Url : notredamecollege.edu Career Services Manual Posting	N	0
40	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
41	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
42	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	Y	0
43	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	N	0
44	Otterbein University 1 S Grove St Westerville, Ohio 43081 Phone : 614-890-3000 Url : otterbein.edu Email : career@otterbein.edu Karli Collins	N	0



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45	Penn State University Bank of America Career Center 101 Eisenhower Road University Park, Pennsylvania 16802 Phone : 1-814-865-4400 Url : <a href="http://www.psu.edu">http://www.psu.edu</a> Job Listing Manual Posting	N	2
46	Point Park University 201 Wood St Pittsburgh, Pennsylvania 15222 Phone : 412-395-3950 Url : <a href="http://pointpark.edu">pointpark.edu</a> Angela Scaramucci Manual Posting	N	0
47	Professional/Industry Trade Organization	N	4
48	Recruit.net 8 F, Tower 2, Admiralty Centre 18 Harcourt Road Hong Kong, Hong Kong Job Posting Manual Posting	N	0
49	Regional Chamber of Commerce 11 Central Square Suite 1600 Youngstown, Ohio 44503 Phone : 1-330-744-2131 Url : <a href="http://www.regionalchamber.com">http://www.regionalchamber.com</a> Email : <a href="mailto:kim@regionalchamber.com">kim@regionalchamber.com</a> Kim Calvert	N	0
50	S.I. Newhouse School Of Public Communications 215 University Place Syracuse , New York 13244 Phone : 315-443-1913 Email : <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> Bridget Lichtinger	N	0
51	Seton Hill University One Seton Hill Dr Greensburg, Pennsylvania 15601 Phone : 7248384210 Url : <a href="http://setonhill.edu">setonhill.edu</a> Darlene Sauers Manual Posting	N	0

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52	Shenango Valley Chamber Of Commerce 41 Chestnut Avenue Sharon, Pennsylvania 16146 Phone : 724-981-5880 Url : svchamber.com Email : sherris@svchamber.com Sherris Moreira	N	0
53	The International College of Broadcasting 6 Smithville Rd Dayton, Ohio 45431 Phone : 937-258-8251 Url : icb.edu Email : kpyles@icb.edu Kenneth Pyles	N	0
54	The National Academy Of Television Arts & Sciences 1400 Rockside Road Suite 221 Cleveland, Ohio 44134 Phone : 440-526-3669 Url : jobbank.emmyonline.org Gary C Manke Manual Posting	N	0
55	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	Y	0
56	Thiel College 1st Floor Roth Hall Greenville, Pennsylvania 16125 Phone : 724-589-2014 Url : thiel.edu H Balas Manual Posting	N	0
57	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

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58	University of Akron East Buchtel Avenue Simmons Hall, Room 301 Akron, Ohio 44325-4306 Phone : 330-972-7747 Url : uakron.edu Career Center Manual Posting	N	0
59	University of Mount Union 1972 Clark Ave Alliance, Ohio 44601 Phone : 330-823-8685 Url : mountunion.edu Janice Williams Manual Posting	N	0
60	Ursinus College 601 E Main Steet Bomberger Hall 112 Collegeville, Pennsylvania 19426 Phone : 610-409-3038 Url : ursinus.edu Amy Brink Manual Posting	N	0
61	Vantage Workforce Solutions 5500 Market Street Boardman, Ohio 44512 Phone : 1-330-782-0978 Url : vantageaging.org Email : secytown4@vantageaging.org Dorothy Downie	N	0
62	Villanova University 800 Lancaster Ave Villanova, Pennsylvania 19085 Phone : 610-519-4060 Url : villanova.edu Shayla McElroy Manual Posting	N	0
63	Walsh University 2020 East Maple Street North Canton, Ohio 44720 Phone : 330-490-7320 Url : walsh.edu Shaanette Fowler Manual Posting	N	0

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64	Westminster College Career Center 319 South Market Street New Wilmington, Pennsylvania 16172 Phone : 1-724-946-7339 Url : westminstercollege.edu Jennifer Hough Manual Posting	Y	0
65	Wittenberg University P.O. Box 720 Springfield, Ohio 45501 Phone : 937-327-7521 Url : wittenberg.edu/administration/careers.html Teresa Cantrell Manual Posting	N	0
66	WKBN Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wkbn.com Justin Shilot Manual Posting	N	3
67	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
68	WYTV Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wytv.com Justin Shilot Manual Posting	N	0
69	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
<b>TOTAL INTERVIEWS OVER REPORTING</b>			<b>60</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 Participant</b>	<b>Participant Title</b>
1	5/5/2020	Participation in scholarship programs directed to students who wish to pursue a broadcasting career	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 South Range High School.	4	Promotions Director Art Director Creative Services Director Television Director
2	5/6/2020	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted (5) interns, from Kent State University, Youngstown State University, Point Park University and Penn State University, during the 2019 Summer Semester, (1) intern, from Kent State University, during the 2019 Fall Semester and (1) intern, from Youngstown State University, during the 2020 Spring Semester.</p>	3	Meteorologist Managing Editor Digital Director
3	5/28/2020	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Ohio Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Anchor