

WKBN-TV, WYFX-LD 2021-2022
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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
Multimedia Journalist	1-5, 7-8, 10-31	8
Weekend Anchor/MMJ	2, 4-8, 10-31	8
Broadcast IT Engineer	2, 4-6, 8, 10, 12-31	8
Digital Account Executive	2, 4-8, 10, 12-31	8
Account Executive	2, 4-5, 7, 9-10, 12-31	28
Account Executive	2, 4-5, 7, 9-10, 12-31	9
Multimedia Journalist	2, 4-8, 10-31	11
Multimedia Journalist	2, 4-8, 10-31	8
Digital Content Creator	2, 4-5, 8, 10, 12-31	8
News Producer	2, 4-5, 8, 10-31	8
News Producer	2, 4-5, 8, 10-31	11
Multimedia Production Associate	2, 4-5, 7-8, 10-31	8
Director - Weekend News	2, 4-6, 8, 10, 13-22, 24-31	8
Web Producer	2, 4-6, 10, 13-22, 24-31	6
Account Executive	2, 4-5, 7, 10, 13-22, 24-31	16
Multimedia Production Associate	2, 4-7, 10-11, 13-22, 24-31	7
Multimedia Production Associate	2, 4-7, 10-11, 13-22, 24-31	11
Sales Coordinator	2, 4-5, 7-8, 10, 13-22, 24-31	28
Sales Coordinator	2, 4-5, 7-8, 10, 13-22, 24-31	8
Multimedia Journalist	2, 4-6, 8, 10-11, 13-22, 24-31	8
Multimedia Journalist	2, 4-6, 8, 10-11, 13-22, 24-31	6
Weekday Evening Anchor	2, 4-5, 8, 10, 14-22, 24-31	8
Account Executive	2, 4-7, 10, 14-22, 24-31	6
Weekday Evening/Weekend AM Meteorologist	2, 4-6, 10, 14-22, 24-31	16

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.

The recruiting source #1/Broadcast Education Assoc. was removed in June 2021 and the following sources were removed from the recruiting list in July 2021: #12/Mahoning County CTC and #23Shenango Valley CoC.

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Director	2, 4-5, 8, 10, 14-22, 24-31	8
Weekday/Weekend Meteorologist	2-7, 10, 14-22, 24-31	6

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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	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
2	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
3	CareerBuilder.com	N	2
4	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
5	Duquesne University 600 Forbes Ave Pittsburgh, Pennsylvania 15282 Phone : 412-396-6000 Url : www.duq.edu Kim Pierce Manual Posting	N	0
6	Employee Referral	N	17
7	Indeed.com	N	22
8	Internal Promotion	N	21
9	Intracompany Transfer	N	1
10	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
11	Linked In	N	24

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12	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
13	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 Prong 2 Ended Date: 1/17/2022	N	0
14	Mizzou University of Missouri 104 Cornell Hall Columbia, Missouri 65211 Phone : 573-882-6898 Url : hiremissoubusiness.com Robert Trulaske Manual Posting	N	0
15	Myvalleyjobstoday.com 13325 South Point Blvd Suite 100 Charlotte, North Carolina 28273 Phone : 404-971-0862 Url : myyvalleyjobstoday.com Brian Collins Manual Posting	N	0
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
17	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	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
19	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
20	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
21	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	N	2
22	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	N	0
23	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	Thiel College 1st Floor Roth Hall Greenville, Pennsylvania 16125 Phone : 724-589-2014 Url : thiel.edu H Balas Manual Posting	N	0
26	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
27	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
28	WKBN Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wkbn.com Justin Shilot Manual Posting	N	18
29	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
30	WYTV Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wytv.com Justin Shilot Manual Posting	N	0
31	Youngstown State University One University Plaza Youngstown, Ohio 44555 Phone : 330-941-3299 Url : ysu-csm.symplicity.com/employers Susan George Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			112

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/25/2022	Participation in Job Fairs	The SEU participated in the Virtual Penn State University Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	News Director Chief Photographer Digital Director
2	3/30/2022	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 Struthers High School.	4	Promotions Director Creative Services Director Television Director Administrative Assistant
3	5/4/2022	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 (1) intern, from Thiel College, during the 2021 Fall Semester and (2) interns, from Kent State University and Youngstown State University., during the 2022 Spring Semester.	1	Managing Editor
4	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	
5	5/11/2022	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	