

**WTRF**  
**EEO PUBLIC FILE REPORT**  
**June 1, 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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	2, 7, 9-10, 15, 17-20	2
Digital Enterprise Reporter	7-10, 14-15, 17-20	14
Newscast Director, Master Control Operator	1-2, 9-10, 15, 17-20	1
Sales Assistant	5, 9-10, 15-20	5
Account Executive	3, 9-10, 13, 15, 17-20	3
Account Executive	4, 9-11, 15, 17-20	11
Newscast Director, Master Control Operator	3, 9-11, 15-20	11
Creative Services Director, III	3, 5, 9-10, 15-20	3
Reporter, Multimedia Journalist/Photographer	3, 9-10, 15-17, 19-20	10
Integrated Digital Specialist	3, 5, 9-10, 15, 17-20	5
Account Executive	9-10, 15-20	10
Account Executive	9-10, 15-20	10
Newscast Director/Master Control Operator	6, 9-10, 15-20	6
Reporter, News Anchor	9-12, 15, 17-20	10
Producer I, News	5, 9-10, 12, 14-15, 17-20	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	Advertisement-TV	N	1
2	Educational Institution	N	3
3	Indeed 6433 Champion Grandview Way Bldg 1 Austin, Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Postings Manual Posting	N	7
4	Indeed.com	N	1
5	Internal Promotion	N	4
6	Intracompany Transfer	N	1
7	Job Fair	N	3
8	Job/Bulletin Board	N	1
9	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
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
11	Nexstar's Facebook Page	N	3
12	Ohio State University 1036 Derby Hall Columbus, Ohio 43210 Phone : 614-292-3999 Email : <a href="mailto:hobgood.1@osu.edu">hobgood.1@osu.edu</a> Jay Hobgood	N	0
13	Professional/Industry Trade Organization	N	1
14	Station's Facebook Page	N	2



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15	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
16	West Liberty University 208 University Drive West Liberty, West Virginia 26074 Phone : 304-336-8521 Email : <a href="mailto:tgretchen1@westliberty.edu">tgretchen1@westliberty.edu</a> Theresa Gretchen	N	0
17	West Virginia State University 5000 Fairlawn Avenue Institute, West Virginia 25112 Phone : 304-766-3000 Url : <a href="https://wvstateu-csm.symplicity.com/employers/">https://wvstateu-csm.symplicity.com/employers/</a> Jobs Posting Manual Posting	N	0
18	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : <a href="mailto:eric.minor@mail.wvu.edu">eric.minor@mail.wvu.edu</a> Eric Minor	N	0
19	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
20	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>36</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	9/10/2019	Hosting of Job Fair	The Station hosted a job fair. Hiring Managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcast industry.	9	General Manager General Sales Manager Chief Engineer Digital Sales Manager
2	3/6/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the West Virginia University Job Recruitment career event. He/she spoke about career decisions and job requirements.	3	Reporter, Anchor Web Manager Creative Services Director