

WJW
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

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
Anchor/Reporter	1, 3-5, 7-8, 10, 13-19, 21-22, 24-26	7
Creative Services Director	1-3, 5-7, 9-21, 23-26	12
Broadcast Maintenance Engineer	1-3, 5-6, 8-9, 11-21, 23-26	9
News Photojournalist	1-3, 5-7, 11-21, 23-26	7
WJW Engineering Technician	1-3, 5-6, 8-9, 11-26	22
Photojournalist	1-3, 5-9, 11-21, 23-26	9
Anchor/Reporter	1-8, 10-21, 23-26	12
Account Executive	1-3, 5-8, 11-21, 23-26	12
Digital Content Producer	1-3, 5-8, 11-21, 23-26	21

WJW
EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

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	Ashland University 401 College Avenue Ashland, Ohio 44805 Phone : 419 289-4142 Url : http://www.myinterfase.com/asjland/employer Email : khagans@ashland.edu Karen Hagans	N	0
2	Bowling Green State University 225 Bowen-Thompson Student Union Bowling Green, Ohio 43403 Url : bgsu.edu Beth miller Manual Posting	N	0
3	Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Career Services Manual Posting	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 8132549695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	Y	0
5	Cuyahoga Community College Attn: Career Services 700 Carnegie Ave Cleveland, Ohio 44115 Email : customerservice@tri-c.edu Career Services	N	0
6	Cuyahoga Community College 700 Carnegie Avenue cleveland, Ohio 44115 Url : https://www.tri-c.edu/ Claudia Motiu Manual Posting	N	0
7	Employee Referral	N	15

WJW
EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

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
8	Handshake 225 Bush St 12th floor San Francisco, California 94104 Phone : na Url : https://app.joinhandshake.com/ Online Posting Manual Posting	N	0
9	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	7
10	Internal Promotion	N	3
11	Kent State University 800 E. Summit St. Kent , Ohio 44242 Url : https://www.kent.edu/ Robin Pijor Manual Posting	N	0
12	Linked In	N	14
13	Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800 995-LCCC Career Services Manual Posting	N	0
14	NATAS-Lower Great Lakes Chapter c/o Thatcher Management Svcs LLC 7650 Chippewa Road, Suite 305 Brecksville, Ohio Phone : 440-526-3669 Email : administrator@natasgl.org Bob Hammer	N	0
15	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0

WJW
EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626 792-6462 Email : info@nhmc.org Career Services	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	7
18	Ohio Association of Broadcasters 17 S High Street Suite 1010 Columbus, Ohio 43215 Phone : 614 228-4052 Email : mwest@oab.org Mariah West	N	0
19	Ohio Means Jobs Cleveland-Cuyahoga 1020 Bolivar Road Cleveland, Ohio 44115 Phone : 216-898-8363 Tom Hasson Manual Posting	Y	0
20	Ohio University 1 Ohio University Athens, Ohio 45701 Url : https://www.ohio.edu/ Katie Hankins Manual Posting	N	0
21	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road Suite 160 Valley View, Ohio 44125 Phone : 216 447-9117 Url : http://www.beonair.com Email : hcrable@beonair.com Houda Crable	Y	1
22	Re-hire	N	2

WJW
EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 2021

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
23	The Ohio State University 281 West Lane Avenue Columbus, Ohio 43210 Phone : 614-292-9190 Url : https://www.osu.edu Nancy Thompson Manual Posting	N	0
24	tvjobs.com P.O. Box 4116 Oceanside, California Online Posting Manual Posting	N	0
25	UNIDOS US Raul Yzaguirre Building 1126 16th Street NW Washington, District of Columbia 20036 Phone : 202 785-1670 Email : comments@nclr.org Career Services	N	0
26	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

WJW
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/15/2020	Participation in events sponsored by community groups	Station personnel participated in a webinar hosted by Global Cleveland. Webinar focused on female journalists in the greater Cleveland area who are from immigrant descent and how it impacts their reporting of the news.	1	Reporter
2	9/23/2020	Participation in Job Fairs	The Station participated at the Kent State Career Exploration Virtual Fair. Station's personnel discussed current open positions with attendees, collected resumes and encouraged them to apply online.	2	News Operations Manager Administration Assistant
3	9/23/2020	Participation in Job Fairs	The Station participated at the Ohio University Fall 2020 Virtual Career and Internship Fair. Station's personnel discussed current open positions with attendees, collected resumes and encouraged them to apply online.	3	Administration Assistant Manager, Assignments Manager, On-Air Promotion
4	9/28/2020	Establishment of an intern program designed to assist members of the community	The Station 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 Station had two (2) interns during the 2020 Fall Semester. One (1) intern from Cuyahoga Valley Career Center and One (1) intern from Baldwin Wallace College.	2	News Director Assistant News Director
5	10/15/2020	Participation in events or programs sponsored by educational institutions	The Station took part of a virtual alumni networking event for Youngstown State College. Station personal discussed career in media and Meterology.	1	Meterologist
6	Ongoing Event	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. Dissemination of ALL job vacancy notifications also sent to the National Association of Black College Broadcasters and the National Hispanic Media Coalition.	1	Business Administrator