

**WKBN-TV, WYFX-LD 2020-2021****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Anchor	1-2, 4-5, 7-8, 10-14, 16-21, 23-32	8
Account Executive, Sales	1-2, 4-7, 10, 12-14, 16-21, 23-32	6
Multimedia Journalist	1-2, 4-5, 7, 10-14, 16-21, 23-32	16
Multimedia Journalist	1-7, 10-14, 16-21, 23-32	16
Promotions Writer/Producer	1-2, 4-6, 8, 10-21, 23-32	8
Promotions Writer/Producer	1-2, 4-6, 8, 10-21, 23-32	6
MMJ/Field Reporter	1-7, 10-14, 16-32	22
MMJ/Photographer	1-2, 4-5, 7-8, 10-14, 16-21, 23-32	8
Weekend Anchor/MMJ	1-2, 4-7, 9-21, 23-32	9
MMJ/Field Reporter	1-2, 4-7, 10-32	22
MMJ/Photographer	1-2, 4-5, 7, 10-21, 23-32	7
Anchor/MMJ/Weekend Mornings	1-2, 4-8, 10-21, 23-32	8
Primary Anchor/MMJ	1-2, 4-6, 8-21, 23-32	9
Sports Reporter - Digital/Multimedia	2, 4-5, 7, 10-21, 23-32	7
Assistant Chief Engineer	2, 4-6, 9-10, 12-21, 23-32	6

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<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	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 : <a href="http://www.ccctc.k12.oh.us/">http://www.ccctc.k12.oh.us/</a> 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 : <a href="http://www.duq.edu">www.duq.edu</a> Kim Pierce Manual Posting	N	0
6	Employee Referral	N	13
7	Indeed.com	N	18
8	Internal Promotion	N	8
9	Intracompany Transfer	N	3
10	Kent State University 4314 Mahoning Ave NW Warren, Ohio 44483 Phone : 1-330-675-8847 Url : <a href="http://www.kent.edu">http://www.kent.edu</a> Email : nmhall@kent.edu Nicolette Fenlock	Y	0
11	Linked In	N	31

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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	Y	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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18	Ohio Center for Broadcasting 9885 Rockside Road Suite 160 Valleyview, Ohio 44125 Phone : 1-216-447-9117 Url : <a href="http://www.beonair.com">http://www.beonair.com</a> Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> Janice Hardy	N	0
19	One Stop Columbiana 7989 Dicky Drive Suite 4 Lisbon, Ohio 44432 Phone : 1-330-420-9675 Url : <a href="http://www.onestopohio.org">http://www.onestopohio.org</a> Email : <a href="mailto:Christopher@onestopohio.org">Christopher@onestopohio.org</a> Christopher McLaughlin	Y	0
20	One Stop Mahoning 141 Boardman Canfield Road Boardman, Ohio 44512 Phone : 1-330-965-1787 Url : <a href="http://www.onestopohio.org">http://www.onestopohio.org</a> Email : <a href="mailto:mary@onestopohio.org">mary@onestopohio.org</a> 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 : <a href="http://www.psu.edu">http://www.psu.edu</a> Job Listing Manual Posting	N	0
22	Professional/Industry Trade Organization	N	2
23	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
24	Shenango Valley Chamber Of Commerce 41 Chestnut Avenue Sharon, Pennsylvania 16146 Phone : 724-981-5880 Url : <a href="http://svchamber.com">svchamber.com</a> Email : <a href="mailto:sherris@svchamber.com">sherris@svchamber.com</a> Sherris Moreira	N	0

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25	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
26	Thiel College 1st Floor Roth Hall Greenville, Pennsylvania 16125 Phone : 724-589-2014 Url : thiel.edu H Balas Manual Posting	N	0
27	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
28	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
29	WKBN Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wkbn.com Justin Shilot Manual Posting	N	9
30	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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31	WYTV Internal 3930 Sunset Blvd Youngstown, Ohio 44512 Phone : 330-788-1144 Url : www.wytv.com Justin Shilot Manual Posting	N	0
32	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 PERIOD:</b>			<b>90</b>

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	<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	2/19/2021	Participation in Job Fairs	The SEU participated in the Virtual Penn State University Job (Career) Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Chief photographer
2	3/30/2021	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 Boardman High School.	4	Promotions Director Art Director Creative Services Director Television Director
3	5/4/2021	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	
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 the Ohio Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	