

**WTRF**  
**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
Reporter, Meteorologist	3, 6-8, 14, 16-19	8
Reporter I, MMJ	2-3, 7-8, 14, 16-19	2
Producer I, News	3, 7-8, 14-15, 17-19	8
Account Executive III	2-3, 7-8, 14, 16, 19	2
Account Executive II	3, 7-8, 14, 16-19	8
Producer I, News-Digital	2-3, 7-8, 14, 16-19	2
Creative Services, Producer I	2-3, 7-9, 14, 17-19	2
Newscast Director/Master Control Operator	3, 5, 8, 10-12, 14, 17-19	5
Reporter I, News Anchor	3, 5, 7-8, 14, 17-18	5
Reporter, Meteorologist	3, 7-8, 10-12, 19	3
Reporter, Multimedia Journalist/Photographer	5, 8-12, 14-15, 17-19	5
Director I, Production	2-4, 7-8, 10-12, 14, 17-19	2
Operator I, Master Control	3, 7-8, 10-12, 14, 17-19	3
Sales Assistant	3, 7-8, 10-12, 14, 17-19	3
Executive Assistant	3, 5, 7-12, 14, 16, 19	3
Creative Services Director, III	3, 8, 14, 19	3
Reporter I, MMJ	3, 7-12, 17-19	3
Producer I, News	3-4, 6, 8-12, 17-19	4
Account Executive	2-3, 6-12, 17-19	6
Reporter, News Anchor	1, 3-4, 7-12, 16-19	1
Account Executive	3, 6, 8-13, 16-17, 19	13

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

<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	CareerBuilder.com	N	1
2	Employee Referral	N	6
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	19
4	Indeed.com	N	4
5	Internal Promotion	N	4
6	Linked In	N	5
7	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
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
9	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
10	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : <a href="mailto:stewartr@ohio.edu">stewartr@ohio.edu</a> Robert Stewart	N	0

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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>
11	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : sharpt@ohio.edu Tim Sharp	N	0
12	Ohio University 106 Scripps Hall Athens, Ohio 45701 Phone : 740-593-2606 Email : rokus@ohio.edu Mary Rogus	N	0
13	Re-hire	N	1
14	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
15	West Liberty University 208 University Drive West Liberty, West Virginia 26074 Phone : 304-336-8521 Email : tgretchen1@westliberty.edu Theresa Gretchen	N	0
16	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
17	West Virginia University Reed College of Media Rm 104B Martin Hall Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : eric.minor@mail.wvu.edu Eric Minor	N	0

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18	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
19	<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>51</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	2/19/2021	Participation in events or programs sponsored by educational institutions	The Station participated in the Penn State Job and Career Expo. Station personnel met with students and discussed vacancies at the Station and in the broadcast industry.	1	News Director
2	3/26/2021	Participation in events or programs sponsored by educational institutions	The Station participated in the WVU Job Recruitment career event hosted by the WVU Reed College of Media. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	1	News Director
3	4/29/2021	Participation in Job Fairs	The Station participated in the Ohio Means Jobs Spring Virtual Hiring Event. The Station personnel were able to meet with candidates and discuss vacancies at the Station and in the broadcasting industry.	1	General Sales Manager