

WDCW-TV

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Broadcast Designer Open Date: 8/23/2018 Hire Date: 7/8/2019	1-4, 6-7, 9, 11-16, 19-24, 26-29, 31-33	7
General Manager Open Date: 6/4/2019 Hire Date: 7/9/2019	1-4, 6-7, 9, 11-17, 19, 21-24, 26-29, 31-35	29
Account Executive Open Date: 7/9/2019 Hire Date: 2/17/2020	1-4, 6-16, 19, 21-24, 26-29, 31-33, 35	7
Account Executive Open Date: 7/9/2019 Hire Date: 7/29/2019	1-4, 6-7, 9-16, 19, 21-24, 26-29, 31-33, 35	10
General Manager Open Date: 8/13/2019 Hire Date: 2/3/2020	1-6, 9-19, 21-27, 31-34	18
Producer, Digital Content Open Date: 9/13/2019 Hire Date: 10/30/2019	1-4, 6-9, 11-16, 19, 21-24, 26-29, 31-33, 35	8
Integrated Digital Specialist Open Date: 10/9/2019 Hire Date: 1/6/2020	1-4, 6-7, 9, 11-16, 19, 21-24, 26-29, 31-33, 35	1
Sales Assistant Open Date: 12/9/2019 Hire Date: 3/30/2020	1-4, 6-9, 11-16, 19, 21-24, 26-33, 35	7
Business Administrator Open Date: 12/15/2019 Hire Date: 4/6/2020	1-7, 9, 11-19, 21-27, 31-34	7
General Sales Manager Open Date: 2/11/2020 Hire Date: 4/13/2020	1-6, 9-19, 21-27, 31-34	18

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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	American University 4400 Massachusetts Ave NW Washington, District of Columbia 20016 Email : gihan@american.edu Gihan Fernando	N	1
2	Catholic University 620 Michigan Ave NE Washington, District of Columbia 20064 Email : careers@cua.edu Career Center	N	0
3	Collective Talent 1721 Richardson Place Tampa, Florida Phone : 1-215-883-3338 Email : Bille@michaelsmedia.com Michael Bille	N	0
4	Frostburg University 1101 Braddock Rd Frostburg, Maryland 21532 Email : rcordle@frostburg.edu Robbie Cordle	N	0
5	Georgetown University 1100 Mercantile Lane Suite 120 Largo, Maryland 20057 Phone : 301-618-7184 Email : jms46@georgetown.edu Beverly Carlyle	N	0
6	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : (202) 806-6100 Email : cdudley@howard.edu Carol Dudley	N	0
7	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	6
8	Indeed.com	N	3

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9	James Madison University 800 S. Main ST Harrisonburg, Virginia 22807 Email : morschmd@jmu.edu Mary Morsch	N	0
10	Linked In	N	7
11	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 831-648-5204 Email : medialine@medialine.com Rich Everitt	N	0
12	Michaels Media Michaelmedia.com Internet-Site, Connecticut Phone : michaelsmedia.com Email : info@michaelsmedia.com Michael Media	N	0
13	Ministry Career Center 100 East Fairfax St Falls Church, Virginia Phone : 7035369068 Email : jack.dunlap@verizon.net Jack Dunlap	N	0
14	Montgomery College 51 Mannakee St Rockville, Maryland 20850 Email : Eric.Myren@montgomerycollege.edu Eric Myren	N	0
15	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland Phone : nabj.org Email : Doris.Dumas@yale.edu Doris Dumas	N	0
16	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0

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17	National Association of Black Journalists 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Email : sberry@nabj.org Job Posting	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
19	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road #160 Valley View, Ohio 44125 Email : jhardy@beonair.com Janice Hardy	N	0
20	Other Source	N	1
21	Penn State College of Communications 219 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-2066 Email : jlm156@psu.edu Julie Miller	N	0
22	Penn State University 201 Old Main University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : interviewing@psu.edu Job Posting	N	0
23	PG County Community College 301 Largo Road Largo, Maryland 20774 Email : CareerServices@pgcc.edu Career Services	N	0
24	Salisbury University 1101 Camden Ave Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0

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25	San Juan Center 1204 San Juan Blvd Farmington, New Mexico Phone : lennyc@sanjuancenter.org Email : lennyc@sanjuancenter.org Lenny C	N	0
26	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Email : Kjones@sbe.org Scott Jones	N	0
27	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Email : etipton@towson.edu Emily Tipton	N	0
28	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
29	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	4
30	TVJobs.com	N	1
31	University of DC 4200 Connecticut Ave NW Washington, District of Columbia 20008 Email : Jared.Mossett@udc.edu Jared Mossett	N	0
32	University of Maryland University of Maryland College Park, Maryland 20742 Email : clee91@umd.edu Caroline Lee	N	0

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33	University of the District of Columbia 4200 Connecticut Avenue Washington, District of Columbia 20008 Phone : 202-274-6413 Email : ccoates@udc.edu Job Posting	N	0
34	WDCW.COM 2121 Wisconsin Ave NW Suite 350 Washington, District of Columbia 20007 Url : www.wdcw.com Email : elanigan@tribunemedia.com Ed Lanigan	N	0
35	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:			33

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/4/2019	Listing of each upper-level category opening in a job bank or newsletter	The Station coordinates with the National Association of Black Journalist Organization of Maryland, a non-profit organization advocates on behalf of black journalists concerned about the well being of African American media professionals, students and job opportunities, in an effort to post all job vacancies, including all upper level category openings.	3	Senior Director of Talent Acquisition National Sales Manager Local Sales Manager
2	8/7/2019	Participation in Job Fairs	The Station participated at the NABJ19 Convention and Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Senior Director of Talent Acquisition
3	9/16/2019	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. WDCW hosted one (1) intern from The George Washington University during the 2019 Fall Semester and one (1) intern from American University Washington DC during the 2020 Winter Semester.	3	Creative Services Director-WDCW-TV, Washington's CW Local Sales Manager Mgr, National Sales
4	4/6/2020	Establishment of training programs for station personnel	The Station has an established Training Program that allows Station personnel to acquire skills that could qualify them for higher level positions. During the current reporting term, there were five participants.	2	Vice President\General Manager Local Sales Manager National Sales Manager Digital Manager