

**WDVM**  
**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
Account Executive	1-17	8
Account Executive	1-17	8
Director I Newscast- Production	1-17	8
News Reporter	1-17	8
Sports Reporter	1-17	8
Digital MMJ- News	1-17	8
News Reporter	1-17	8
Producer Executive Digital- News	1-17	8
Director I Newscast- Supervisor	1-17	8
Sales Assistant	1-17	8
Director I Newscast- Production	1-17	8
Producer I, Creative Services- Production	1-17	8
Operator I, Character Generator- Production	1-17	8
Producer I, Promotions	1-17	8
Chief Engineer	1-17	8
Producer I News	1-17	8
Operator I, Character Generator- Production	1-17	8
Account Executive	1-17	8
Account Executive	1-17	8
Operator I, Character Generator- Production	1-17	8
Reporter I, Multimedia Journalist/Weekend Anchor	1-17	8
Operator I, Character Generator- Production	1-17	8

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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	Central Penn College 400 Valley Road Summerdale, Pennsylvania 17093 Phone : 888-717-8968 Email : stevehassinger@centralpenn.edu. Steve Hassinger	N	0
2	Greater Washington Urban League 2901 14th Street NW Washington, District of Columbia Email : uhiggins@gwul.org Ursula Higgins	N	0
3	Hagerstown Community College 11400 Robinwood Drive Hagerstown, Maryland 21742 Phone : 240-500-2000 Email : basaunders@hagerstowncc.edu Brenda Sanders	N	0
4	Howard University 2400 Sixth Street, NW Washington, District of Columbia 20059 Phone : 202-806-7513 Email : Hrcareersandinternships@gmail.com Career Services	N	0
5	Kaplan University 1861 Crestwood Drive Hagerstown, Maryland 21742 Phone : 301-766-3600 Email : scianelli@kaplan.edu Sam Cianelli	N	0
6	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Email : vdodson@nabj.org Veronique Dodson	N	0
7	National Association of Hispanic Journalists 1000 National Press Building 529 14th Street, N.W. Washington, District of Columbia 20045 Phone : 202-663-7145 Email : jobbank@najj.org Michelle Vignoli	N	0

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8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	85
9	Shepherd University 301 N. King Street Shepherdstown, West Virginia 25443 Phone : 304-876-5000 Email : hrweb@shepherd.edu Human Resources	N	0
10	Unemployment Office-MD Fred Office 5340 Spectram Drive A Frederick, Maryland 21703 Phone : 301-600-2255 Email : frickjs@dllr.state.md.us Jennifer Frick	N	0
11	Unemployment Office-MD-Hag Office 14 N. Potoamc Street Hagerstown, Maryland 21740 Phone : 301-393-8200 Email : marypat.vorreyer@maryland.gov Mary Pat Vorreyer	N	0
12	University of Maryland None Listed College Park, Maryland 20742 Phone : 301-405-1000 Email : aflynnl@umd.edu Ann Flynn	N	0
13	University of Maryland None Listed College Park, Maryland 20742 Phone : 301-405-1000 Email : ctrimble@umd.edu Carolyn Trimble	N	0
14	University of Maryland None Listed College Park, Maryland 20742 Phone : 301-405-1000 Email : lgonzalez@rsmith.umd.edu Lisa Gonzalez	N	0

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15	University of West Virginia P.O. Box 6201 Morgantown, West Virginia 26506 Phone : 304-263-0111 Email : classcomp-hr@mail.wvu.edu Cindy Curry	N	0
16	West Virginia Broadcasters Association P. O. Box 8499 So. Charleston, West Virginia 25303 Phone : 000-000-0000 Email : mcrist@wvba.com Michele Crist	N	0
17	Women in Film and Video 3638 12th Street Washington, District of Columbia 20009 Phone : 202-429-9438 Email : drector@wifv.org Melissa Houghton	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>85</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	Ongoing Event	Establishment of training programs for station personnel	The Station has an established mentoring program designed to allow part-time employees to gain knowledge and skills that would enable them to further their career and obtain full-time employment at the station and in the broadcasting industry.  During the reporting period, every part time production assistant participated in this training.	4	Production Manager Supervising Director PM Director, Producer AM Director Producer
2	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 National Association of Black Journalist and the National Association of Hispanic Journalists media/trade organizations with a broad-based membership, including the participation of women and minorities.	4	Business Administrator Creative Services Director- Promotions Manager News Director Production Manager
3	10/26/2020	Participation in events sponsored by community groups	Station personnel participated as a speaker at the Bester Community of Hope Afterschool program for Bester Elementary and E. Russell Hicks Middle School journalism club. Michelle E Horst spoke about career decisions and job requirements.	1	Anchor
4	11/12/2020	Participation in Job Fairs	The Station participated at the Full Sail University Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	Creative Services Director - Promotions Manager News Director Local Sales Manager Production Manager
5	12/9/2020	Hosting of Job Fair	The Station hosted a job fair. Hiring managers were able to meet with individuals from the community and discuss vacancies via zoom in the broadcasting industry.	4	Creative Services Director - Promotions Manager Production Manager News Director Local Sales Manager
6	3/26/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before the WVU Reed College of Media. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Director

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7	5/4/2021	Participation in Job Fairs	The Station participated at the Full Sail University Virtual Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Creative Services Director - Promotions Manager Production Manager Local Sales Manager