

WDCW-TV
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	1-29	8
Account Executive	1-3, 5-14, 16-28	8
Creative Services Producer- Promotions	1-3, 5-14, 16-28	8
Account Executive	1-3, 5-14, 16-28	8
Account Executive	1-3, 5-14, 16-28	28
Local Sales Manager	1-3, 5-14, 16-28	8

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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	0
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	Employee Referral	N	1
5	Frostburg University 1101 Braddock Rd Frostburg, Maryland 21532 Email : rcordle@frostburg.edu Robbie Cordle	N	0
6	Georgetown University 1100 Mercantile Lane Suite 120 Largo, Maryland 20057 Phone : 301-618-7184 Email : jms46@georgetown.edu Beverly Carlyle	N	0
7	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Phone : (202) 806-6100 Email : cdudley@howard.edu Carol Dudley	N	0
8	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	17

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9	James Madison University 800 S. Main ST Harrisonburg, Virginia 22807 Email : morschmd@jmu.edu Mary Morsch	N	0
10	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 831-648-5204 Email : medialine@medialine.com Rich Everitt	N	0
11	Michaels Media Michaelmedia.com Internet-Site, Connecticut Phone : michaelmedia.com Email : info@michaelmedia.com Michael Media	N	0
12	Ministry Career Center 100 East Fairfax St Falls Church, Virginia Phone : 7035369068 Email : jack.dunlap@verizon.net Jack Dunlap	N	0
13	Montgomery College 51 Mannakee St Rockville, Maryland 20850 Email : Eric.Myren@montgomerycollege.edu Eric Myren	N	0
14	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland Phone : nabj.org Email : Doris.Dumas@yale.edu Doris Dumas	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

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16	National Association of Black Journalists 1100 Knight Hall #3101 College Park, Maryland 20742 Phone : 301-405-0248 Email : membership@nabj.org Dorothy Tucker	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	11
18	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road #160 Valley View, Ohio 44125 Email : jhardy@beonair.com Janice Hardy	N	0
19	Penn State College of Communications 219 Carnegie Building University Park, Pennsylvania 16802 Phone : 814-865-2066 Email : jlm156@psu.edu Julie Miller	N	0
20	Penn State University 201 Old Main University Park, Pennsylvania 16802 Phone : 814-865-2377 Email : interviewing@psu.edu Job Posting	N	0
21	PG County Community College 301 Largo Road Largo, Maryland 20774 Email : CareerServices@pgcc.edu Career Services	N	0
22	Salisbury University 1101 Camden Ave Salisbury, Maryland 21801 Email : kcfallon@salisbury.edu Kevin Fallon	N	0

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23	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Email : Kjones@sbe.org Scott Jones	N	0
24	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Email : etipton@towson.edu Emily Tipton	N	0
25	University of DC 4200 Connecticut Ave NW Washington, District of Columbia 20008 Email : Jared.Mossett@udc.edu Jared Mossett	N	0
26	University of Maryland University of Maryland College Park, Maryland 20742 Email : clee91@umd.edu Caroline Lee	N	0
27	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
28	WDCW.COM 2121 Wisconsin Ave NW Suite 350 Washington, District of Columbia 20007 Phone : 202-298-1657 Url : www.wdcw.com Email : FMeyerson@dcw50.com Foster Meyerson	N	2
29	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:			31

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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	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/Illinois Centers for Broadcasting and the National Association of Black Journalist, media/trade organizations with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	11/4/2020	Participation in Job Fairs	The Station participated at the Best Hire Virtual Career Fair. Station personnel met with potential job applicants and discussed vacancies at the Station and in the broadcasting industry..	4	Local Sales Manager General Sales Manager Creative Services Director- Promotions Manager Digital Manager
3	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	General Sales Manager Local Sales Manager National Sales Manager Digital Manager
4	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 General Sales Manager Local Sales Manager Digital Manager
5	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.	4	Local Sales Manager Creative Services Director- Promotions Manager General Sales Manager Digital Manager