

**WDVM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 - May 31, 2023**

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
Broadcast / IT Engineer	1-4, 7-20	11
Broadcast / IT Engineer	1-5, 7-20	5
Broadcast / IT Engineer	1-5, 7-20	11
Broadcast/ IT Engineer	1-5, 7-20	11
News Reprorter	1-4, 7-20	11
Reporter	1-4, 6-20	6
Reporter/MMJ	1-20	6

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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	Indeed.com	N	6
6	Intracompany Transfer	N	2
7	Kaplan University 1861 Crestwood Drive Hagerstown, Maryland 21742 Phone : 301-766-3600 Email : scianelli@kaplan.edu Sam Cianelli	N	0
8	Linked In	N	8
9	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Email : vdodson@nabj.org Veronique Dodson	N	0

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10	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
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
12	Shepherd University 301 N. King Street Shepherdstown, West Virginia 25443 Phone : 304-876-5000 Email : sdonovan@shepherd.edu Sandy Donovan	N	0
13	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
14	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
15	University of Maryland None Listed College Park, Maryland 20742 Phone : 301-405-1000 Email : aflynnl@umd.edu Ann Flynn	N	0
16	University of Maryland None Listed College Park, Maryland 20742 Phone : 301-405-1000 Email : ctrimble@umd.edu Carolyn Trimble	N	0

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17	University of Maryland None Listed College Park, Maryland 20742 Phone : 301-405-1000 Email : lgonzalez@rsmith.umd.edu Lisa Gonzalez	N	0
18	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
19	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
20	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>24</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	6/7/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated in a meet and greet with students and Faculty members at Prince Georges Community College. Station personnel discussed vacancies at the Station and in the broadcasting industry.	2	VP/GM News Director
2	7/19/2022	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	Promotions Manager VP/GM Marketing Director Director of Sales
3	8/16/2022	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	Promotions Manager Sales Manager Sales Manager Chief Engineer
4	3/6/2023	Participation in Job Fairs	The Station participated at the NAB Media Sales Academy Sales Pitch and Career Fair. Station personnel were able to meet with students and discuss vacancies at the station.	3	Sales Manager Sales Manager Digital Sales Manager
5	5/3/2023	Establishment of training programs for station personnel	The Station 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.	4	VP/GM News Director Director of Sales Chief Engineer
6	5/4/2023	Participation in Job Fairs	The Station participated at the Best Hire Career Fair. Station personnel met with potential job applicants.	2	Public Relations & Community Affairs Director Marketing Director
7	5/7/2023	Sponsorship of events in the community designed to increase public awareness	The Station attended the Ride to End ALZ Nations Capital which was held in Leesburg Virginia. During that event, the Station had a booth where potential employees were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar.	3	Public Relations & Community Affairs Director Marketing Director Asst News Director
8	5/8/2023	Participation in events or programs sponsored by educational institutions	Station Personnel participated as a speaker at the Waynesboro Area School District. She spoke about career decisions and job requirements.	1	Marketing Director