

**WDCW-TV**  
**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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive III	1, 3-8, 11, 13-26, 28-31	8
Account Executive III	1, 3-8, 11-26, 28-31	12
Account Executive III	1, 3-8, 11, 13-26, 28-31	8
Account Executive III	1, 3-8, 11-26, 28-31	8
Account Executive III	1, 3-8, 11, 13-26, 28-31	8
Account Executive III	1, 3-8, 11, 13-26, 28-31	8
Assignment Desk Editor	1, 3-7, 11-26, 28-31	19
Assignment Desk Editor	1, 3-7, 9, 11-26, 28-31	9
Assignment Desk Editor	1, 3-7, 11-26, 28-31	12
Assistant Newscast Director	1, 3-8, 11-26, 28-31	8
Assistant Newscast Director	1, 3-8, 11-26, 28-31	8
Assistant Newscast Director	1, 3-8, 11-26, 28-31	12
Associate Producer	1, 3-8, 11-26, 28-31	19
Associate Producer	1, 3-8, 11-26, 28-31	19
Associate Producer	1, 3-8, 11-26, 28-31	12
Associate Producer	1, 3-7, 11-26, 28-31	19
Audio Operator	1-8, 11-26, 28-31	2
Audio Operator	1, 3-8, 11-26, 28-31	12
Audio Operator	1, 3-8, 11-26, 28-31	12
Audio Operator	1, 3-8, 11-26, 28-31	12
Chief News Photographer	1, 3-8, 11-26, 28-31	12
Consumer Reporter	1, 3-7, 9, 11-26, 28-31	9
Digital Executive Producer	1, 3-7, 11, 13-26, 28-31	19
Digital Producer	1, 3-7, 11-26, 28-31	12
Digital Producer	1-8, 11-26, 28-31	12

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Producer	1, 3-7, 11-26, 28-31	19
Feed Room Operator	1, 3-8, 11-26, 28-31	19
Feed Room Operator	1-7, 11-26, 28-31	12
Feed Room Operator	1, 3-8, 11-26, 28-31	12
Feed Room Operator	1, 3-9, 11-26, 28-31	9
Feed Room Operator	1, 3-8, 11-26, 28-31	12
Feed Room Operator	1, 3-8, 11-26, 28-31	12
Floor Manager	1, 3-7, 11-26, 28-31	19
Lifestyle Show Host/ Executive Producer	1, 3-8, 11-26, 28-31	12
Lifestyle Show Producer/ Editor	1, 3-8, 11-26, 28-31	19
Lifestyle Show Videographer/ Editor	1-8, 11-26, 28-31	12
Marketing Coordinator	1, 3-7, 11, 13-26, 28-31	19
News Producer	1, 3-7, 11-26, 28-31	19
News Producer	1, 3-7, 9, 11-26, 28-31	9
Newscast Director	1, 3-8, 11-26, 28-31	8
Newscast Director	1-8, 11, 13-26, 28-31	2
Photographer	1, 3-8, 10-26, 28-31	10
Photographer	1, 3-8, 11-26, 28-31	19
Photographer	1, 3-8, 11-26, 28-31	12
Photographer	1, 3-9, 11-26, 28-31	9
Producer	1, 3-7, 9, 11-26, 28-31	9
Producer	1, 3-7, 11-26, 28-31	12
Producer	1-8, 11-26, 28-31	2
Producer	1, 3-8, 11-26, 28-31	8
Producer	1, 3-9, 11-26, 28-31	9

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Producer	1, 3-9, 11-26, 28-31	9
Producer	1, 3-8, 11-26, 28-31	8
Producer, Marketing and Creative Services	1, 3-7, 11-26, 28-31	12
Producer, Marketing and Creative Services	1, 3-8, 11-26, 28-31	19
Reporter	1, 3-7, 11-26, 28-31	12
Reporter	1, 3-7, 11-26, 28-31	19
Reporter	1, 3-7, 11-26, 28-31	19
Reporter	1, 3-8, 11-26, 28-31	19
Sales Assistant	1-7, 11-26, 28-31	12
Sports Reporter/MMJ/Anchor	1, 3-8, 11-26, 28-31	12
Teleprompter Operator	1, 3-7, 11-26, 28-31	19
Teleprompter Operator	1, 3-8, 11, 13-26, 28-31	19
Teleprompter Operator	1, 3-8, 11-26, 28-31	19
Teleprompter Operator	1, 3-8, 11-31	12
Teleprompter Operator	1, 3-8, 11-26, 28-31	19
Teleprompter Operator	1, 3-8, 11-26, 28-31	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	American University 4400 Massachusetts Ave NW Washington, District of Columbia 20016 Email : gihan@american.edu Gihan Fernando	N	0
2	CareerBuilder.com	N	8
3	Catholic University 620 Michigan Ave NE Washington, District of Columbia 20064 Email : careers@cua.edu Career Center	N	0
4	Collective Talent 1721 Richardson Place Tampa, Florida Phone : 1-215-883-3338 Email : Bille@michaelsmedia.com Michael Bille	N	0
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.com	N	67
9	Internal Promotion	N	8
10	Intracompany Transfer	N	1

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11	James Madison University 800 S. Main ST Harrisonburg, Virginia 22807 Email : morschmd@jmu.edu Mary Morsch	N	0
12	Linked In	N	113
13	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 831-648-5204 Email : medialine@medialine.com Rich Everitt	N	0
14	Michaels Media Michaelmedia.com Internet-Site, Connecticut Phone : michaelsmedia.com Email : info@michaelsmedia.com Michael Media	N	0
15	Ministry Career Center 100 East Fairfax St Falls Church, Virginia Phone : 7035369068 Email : jack.dunlap@verizon.net Jack Dunlap	N	0
16	Montgomery College 51 Mannakee St Rockville, Maryland 20850 Email : Eric.Myren@montgomerycollege.edu Eric Myren	N	0
17	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland Phone : nabj.org Email : Doris.Dumas@yale.edu Doris Dumas	N	0
18	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

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19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	54
20	Ohio/Illinois Centers for Broadcasting 9885 Rockside Road #160 Valley View, Ohio 44125 Email : jhardy@beonair.com Janice Hardy	N	0
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
25	Society of Broadcast Engineers 9247 N. Meridian St. Suite 305 Indianapolis, Indiana 46260 Email : Kjones@sbe.org Scott Jones	N	0

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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>
26	Towson University 8000 York Road Towson, Maryland 21252 Phone : 410-704-2233 Email : etipton@towson.edu Emily Tipton	N	0
27	TVJobs.com	N	1
28	University of DC 4200 Connecticut Ave NW Washington, District of Columbia 20008 Email : Jared.Mossett@udc.edu Jared Mossett	N	0
29	University of Maryland University of Maryland College Park, Maryland 20742 Email : clee91@umd.edu Caroline Lee	N	0
30	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
31	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	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>252</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 Creative Services Director Vice President/General Manager 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	Sales Manager Sales Manager Promotions Manager News Director
4	9/17/2022	Sponsorship of events in the community designed to increase public awareness	The Station attended the H Street Festival which was held in Washington DC. 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 Promotions Manager
5	10/25/2022	Sponsorship of events in the community designed to increase public awareness	The Station attended the Washington DC High Heel Race which was held in Washington DC. 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 Promotions Manager
6	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



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7	5/3/2023	Provision of training to management	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
8	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
9	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	Marketing Director Public Relations & Community Affairs Director Asst News Director
10	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