

WDKY
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Traffic Coordinator	1-6, 8-11, 13-14, 16-20, 22-41	20
Sales Account Executive	1-6, 8-14, 16-19, 22-41	14
Sales Account Executive	1-6, 8-14, 16-19, 22-41	12
News Director	1-6, 8-13, 16-20, 22-41	20
Broadcast Engineer	1-6, 8-14, 16-20, 22-34, 36-41	20
Creative Services Director	1-6, 8-20, 22-34, 36-41	20
Assistant News Director	1-6, 8-13, 16-20, 22-34, 36-41	12
PM Meteorologist	1-6, 8-14, 16-20, 22-34, 36-41	12
News Sports Anchor - PM	1-6, 8-13, 16-20, 22-34, 36-41	12
News Producer - PM	1-6, 8-14, 16-20, 22-34, 36-41	20
News Anchor - AM	1-6, 8-11, 13, 15-20, 22-34, 36-41	15
News Producer - AM	1-6, 8-14, 16-20, 22-34, 36-41	14
Reporter / MMJ	1-20, 22-34, 36-41	7
Reporter / MMJ	1-20, 22-34, 36-41	15
Reporter / MMJ	1-20, 22-34, 36-41	12
Reporter / MMJ	1-20, 22-34, 36-41	12
Reporter / MMJ	1-20, 22-34, 36-41	20
News Anchor - AM	1-6, 8-11, 13, 15-20, 22-34, 36-41	20
News Photographer / MMJ	1-11, 13-14, 16-19, 22-34, 36-41	14
Weekend Meteorologist / MMJ	1-6, 8-13, 16-19, 21-34, 36-41	12
Weekend Sports Reporter	1-6, 8-11, 13-19, 22-28, 30-34, 36-41	15
News Producer - AM	1-6, 8-14, 16-20, 22-34, 36-41	14
News Producer - AM	1-6, 8-14, 16-20, 22-34, 36-41	12
AM Meteorologist	1-6, 8-14, 16-20, 22-34, 36-41	12
Capitol Reporter / MMJ	1-6, 8-11, 13, 15-20, 22-28, 30-34, 36-41	15

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PM Sports Anchor / Reporter	1-6, 8-14, 16-20, 22-28, 30-34, 36-41	12
Weekend Anchor / MMJ / PM Anchor	1-6, 8-11, 13-20, 22-28, 30-34, 36-41	20
Director of Sales	1-6, 8-20, 22-28, 30-34, 36-41	20
News Digital Content Producer	12, 14, 20	20
News Digital Content Producer	12, 14, 20	12
News Digital Content Producer	12, 14, 20	20
Technical Director	1-6, 8-11, 13-14, 16-20, 22-28, 30-34, 36-41	14
Technical Director	1-6, 8-11, 13-14, 16-20, 22-28, 30-34, 36-41	14
Technical Director	1-6, 8-11, 13-14, 16-20, 22-28, 30-34, 36-41	20
Technical Director	1-6, 8-11, 13-14, 16-20, 22-28, 30-34, 36-41	20
Creative Services Producer	1-6, 8-14, 16-19, 22-28, 30-34, 36-41	14
Sales Account Executive	1-6, 8-11, 13-14, 16-20, 22-28, 30-34, 36-41	20
Sales Account Executive	1-6, 8-11, 13-14, 16-20, 22-28, 30-34, 36-41	14
Production Operator	1-6, 8-14, 16-20, 22-28, 30-34, 36-41	12
Production Operator	1-6, 8-14, 16-20, 22-28, 30-34, 36-41	20
Production Operator	1-6, 8-14, 16-20, 22-28, 30-34, 36-41	14
Production Operator	1-6, 8-14, 16-20, 22-28, 30-34, 36-41	12
Production Operator	1-6, 8-14, 16-20, 22-28, 30-34, 36-41	20
Production Operator	1-6, 8-14, 16-20, 22-28, 30-34, 36-41	14
Human Resources Business Administrator	1-6, 8-11, 13-14, 16-20, 22-28, 30-34, 36-41	14
Administrative Assistant	1-6, 8-14, 16-19, 22-24, 26-28, 30-34, 36-41	14

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Executive Producer, AM	1-6, 8-13, 16-20, 22-24, 26-28, 30-34, 36-41	12
Creative Services Producer/Photog	1-6, 8-11, 13-14, 16-20, 22-24, 26-28, 30-34, 36-41	14
Sales Account Executive	1-6, 8-13, 16-20, 22-24, 26-28, 30-34, 36-41	20

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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	Alice Lloyd College 100 Purpose Road Lexington, Kentucky 41844 Phone : 606-368-6136 Url : http://www.alc.edu Email : janetjohnson@alc.edu Janet Johnson	N	0
2	Asbury College One Macklem Drive Wilmore, Kentucky 40390 Phone : 859-858-3511 x2351 Url : http://www.asbury.edu Email : careerandcalling@asbury.edu Michelle Kratzer	N	0
3	Bellarmino University 2001 Newburg Road Louisville, Kentucky 40205 Phone : 502-452-8154 Url : http://www.bellarmino.edu Email : azeman@bellarmine.edu Ann Zeman	N	0
4	Berea College CPO 2127 Alumni Building Berea, Kentucky 40404 Phone : 859-985-3795 Url : http://www.berea.edu Amanda Tudor Manual Posting	N	0
5	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishopcollege.edu Email : jwomack@bishop.edu Juliette Womack	N	0
6	Brescia University 717 Frederica Street Owensboro, Kentucky 42301 Phone : 270-686-4246 Url : http://www.brescia.edu Email : tammy.keller@brescia.edu Tammy Keller	N	0
7	CareerBuilder.com	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Centre College 600 W. Walnut Street Danville, Kentucky 40422 Phone : 859-238-5949 Url : http://www.centre.edu Email : bryana.deatherage@centre.edu Bryana Deatherage	N	0
9	Columbia Journalism School 207 Journalism, MC 3801 New York, New York 10027 Phone : 212-854-4422 Email : ir2273@columbia.edu Izabela Rutkowski	Y	0
10	Drexel University 3141 Chestnut Street Philadelphia, Pennsylvania 19104 Phone : 215-895-2185 Url : http://www.drexel.edu Email : SCDC@drexel.edu Courtney Claiborne	N	0
11	Eastern Kentucky University 521 Lancaster Ave. CPO 62, Whitlock Building, Room 468 Richmond, Kentucky 40475 Phone : 859-622-1296 Url : http://www.eku.edu The Center For Career & Coop Services Manual Posting	N	0
12	Employee Referral	N	40
13	Georgetown College 400 East College St Georgetown, Kentucky 40324 Phone : 502-863-7094 Url : http://www.georgetowncollege.edu Email : graves_center@georgetowncollege.edu Graves Center	N	0
14	Indeed.com	N	56
15	Internal Promotion	N	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Kentucky Broadcasters Assoc 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 1-888-843-5221 Url : http://www.kba.org Email : kba@kba.org Liza Livers	N	0
17	Kentucky State University 241 Academics Services Bldg 400, East Main St Frankfort, Kentucky 40501 Phone : 502-597-6700 Url : http://www.kysu.edu Email : Elizabeth.marcum@kysu.edu Elizabeth Marcum	N	0
18	Kentucky Wesleyan College 3000 Frederica street Owensboro, Kentucky 42303 Phone : 270-852-3302 Url : http://www.kwc.edu Email : deborah.jones@kwc.edu Deborah Jones	N	0
19	Lindsey Wilson College 210 Lindsey Wilson St Columbia, Kentucky 42728 Phone : 270-384-8065 Url : http://www.lindsey.edu Email : careerservices@lindsey.edu Ashley Miller	N	0
20	Linked In	N	50
21	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Account Manager	N	1
22	Midway College 512 E. Stephens St Midway, Kentucky 40347 Phone : 859-846-5390 Url : http://www.midway.edu Email : gcourtney@midway.edu Grayce Courtney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Morehead State University 428 University Blvd Morehead, Kentucky 40351 Phone : 606-783-2233 Url : http://www.moreheadstate.edu Email : careerservices@moreheadstate.edu Megan Boone	N	0
24	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Alejandra Valenzuela	N	0
25	Norfolk State University 700Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://www.nsu.edu Email : jtallmadge@nsu.edu J Tallmadge	N	0
26	Northern Kentucky University University Center 230 Highland Heights, Kentucky 41099 Phone : 859-527-5680 Url : http://www.nku.edu Email : cdc@nku.edu Career Center	N	0
27	Ohio Media School 6703 Madison Road Cincinnati, Ohio Email : tc@beonair.com TC Sommers	Y	0
28	Southland Christian Church 5001 Harrodsburg Road Nicholasville, Kentucky 40514 Phone : 859-224-1600 Url : http://www.southlandchristian.org Email : ekelly@southlandchristian.org Elizabeth Kelly	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Spencerial College 1575 Winchester Road Lexington, Kentucky 40514 Phone : 859-977-5423 Url : http://www.spencerian.edu Email : crivard@spencerian.edu Caitlin Rivard	N	0
30	Sullivan University 2355 Harrodsburg Road Lexington, Kentucky 40514 Phone : 859-514-7680 Url : http://www.sullivan.edu Email : jsaifullah@sullivan.edu Julianne Saifullah	N	0
31	Thomas More University 333 Thomas More Parkway Crestview Hills, Kentucky 41017 Phone : 859-344-3386 Url : http://www.thomasmore.edu Email : nortonr@thomasmore.edu Robin Norton	N	0
32	Transylvania University 300 N Broadway Lexington, Kentucky 40508 Phone : 859-233-8193 Url : http://www.transy.edu Email : tdunn@transy.edu Susan Rayer	N	0
33	UK Minority Learning Services center 660 S. Limestone Lexington, Kentucky 40506 Phone : 859-323-6347 Url : http://www.uky.edu Email : kim.toomey@uky.edu Kim Toomey	N	0
34	Union College 310 College St D-19 Barboursville, Kentucky 40906 Phone : 606-546-1258 Url : http://www.unionky.edu Email : dphillips@unionky.edu Daleana Phillips	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	University of KY - Center for Academic & Tutorial Services Memorial Coliseum Lexington, Kentucky 40506 Phone : 859-257-5360 Url : http://www.uky.edu Email : dustin.lewis@uky.edu Dustin Lewis	N	0
36	University of KY - Center for Academic Resources and Enrichment Services 660 South Limestone Street Lexington, Kentucky 40506 Phone : 859-323-6347 Url : http://www.uky.edu Email : toni@uky.edu Toni Thomas	N	0
37	University of Louisville 2011 South Brook Street Houchens LL03-04 Louisville, Kentucky 40292 Phone : 502-852-7363 Url : http://www.louisville.edu Email : cclinku@louisville.edu Matthew Real	N	0
38	University of Pikeville 147 Sycamore Street Pikeville, Kentucky 41501 Phone : 606-218-5270 Url : www.upike.edu Email : lakiabailey@upike.edu Lakia Bailey	N	0
39	University of the Cumberlands 7528 College Station Drive Williamsburg, Kentucky 40769 Phone : 606-539-4259 Url : http://www.ucumberland.edu Email : career.services@ucumberland.edu Debbie Harp	N	0

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40	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
41	YMCA Black Achievers 239 East High Street Lexington, Kentucky 40507 Phone : 859-367-7327 Url : http://www.ymca.org Email : panderson@ymcacky.org Paula Anderson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			162

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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	5/19/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at West Jessamine High School. He spoke about careers in broadcast journalism and job requirements.	1	News Anchor/Managing Editor
2	5/19/2021	Participation in Job Fairs	The Station participated at the Indiana University Virtual Regional Career Fair. Station personnel met with students and alumni to discuss vacancies at the Station and in the broadcast industry.	1	Business Manager
3	9/23/2021	Participation in Job Fairs	The Station participated at the University of Tennessee, Knoxville Job Fair. Station personnel met with students and alumni to discuss vacancies at the Station and in the broadcasting industry.	1	Business Manager
4	3/1/2022	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.	11	GM/VP HRBA News Director Operations Director