

WDKY
EEO PUBLIC FILE REPORT
April 1, 2022 - March 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
Reporter/MMJ	1-12, 17-20, 22-25, 27-40	25
News Photographer/MMJ	1-3, 5-9, 12-13, 16-20, 22-25, 27-40	25
News Photographer/MMJ	1-3, 5-9, 12-13, 16-20, 22-25, 27-40	13
Associate Producer	1-12, 17-24, 27-40	11
Sales Account Executive	1-12, 17-24, 27-40	11
Assistant News Director	1-12, 17-20, 22-40	11
Reporter/Producer	1-3, 6-7, 17-25, 27-40	21
Producer/MMJ	1-3, 6-8, 11, 17-20, 22-25, 27-40	11
Assignment Editor	1-3, 6-7, 17-25, 27-40	21
National and Local Sales Specialist	1-3, 6-8, 11, 17-20, 22-25, 27-40	11
Human Resources & Business Admin Assistant	1-3, 6-8, 13, 17-25, 27-40	13
Broadcast Technician	1-3, 6-8, 11, 14, 17-20, 22-25, 27, 29-40	14
Sales Assistant	1-3, 6-8, 11, 17-20, 22-25, 27, 29-32, 34-40	25
Meteorologist	1-3, 6-8, 14, 17-25, 27, 29-32, 34-40	14
Sales Account Executive	2-3, 6-8, 17-20, 22-25, 27, 29-32, 34-40	25
Meteorologist - PM	2-3, 6-8, 14, 17-25, 27, 29-32, 34-40	25
Reporter / MMJ	2-3, 6-8, 17-25, 27, 29-32, 34-40	25
Host, Lifestyle Show	2-3, 6-8, 11, 14-15, 17-19, 22-25, 27, 29-32, 34-40	11
Producer, Lifestyle	2-3, 6-8, 13, 17-19, 22-25, 27, 29-32, 34-40	13
Host, Lifestyle Show	2-3, 6-8, 11, 14-15, 17-19, 22-25, 27, 29-32, 34-40	11
Photographer, Lifestyle	2-3, 6-8, 11, 13-14, 17-19, 21-25, 27, 29-32, 34-40	11

WDKY
EEO PUBLIC FILE REPORT
April 1, 2022 - March 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
Sales Account Executive	2-3, 6-8, 11, 17-19, 21-25, 27, 29-32, 34-40	21
Producer	2-3, 6-8, 17-19, 22-25, 27, 29-32, 34-40	25
Producer	2-3, 6-8, 17-19, 22-25, 27, 29-32, 34-40	25
Integrated Digital Specialist - Sales	2-3, 6-8, 11, 17-19, 21-25, 27, 29-32, 34-40	11
Integrated Digital Specialist - Sales	2-3, 6-8, 11, 17-19, 21-25, 27, 29-32, 34-40	11
Digital Distribution Producer	2-3, 6-8, 11, 13, 17-19, 21-25, 27, 29- 32, 34-40	13
Executive Producer, AM	2-3, 6-8, 14, 17-19, 22-25, 27, 29-32, 34-40	14
Technical Director	2-3, 6-8, 11, 13, 17-19, 21-25, 27, 29- 32, 34-40	13
Associate Producer	2-3, 6-8, 17-19, 22-25, 27, 29-32, 34, 36-40	25
News Producer - PM	2-3, 6-8, 17-19, 22-25, 27, 29-32, 34, 36-40	25
Producer - AM	2-3, 6-8, 14, 17-19, 22-25, 27, 29-32, 34, 36-40	14

Nexstar did not actively distribute job vacancy notices to Indeed and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS #28/Ohio Media School was deleted on May 31, 2022.

WDKY
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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 : lpieper01@bellarmine.edu Lauren Coffey	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

WDKY
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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
7	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
8	Columbia Journalism School Office of Career Development, Pulitzer Hall MC 3801, 2950 Broadway New York, New York 10021 Phone : 212-854-4422 Email : lem2111@columbia.edu Lauren Mack	Y	0
9	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
10	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
11	Employee Referral	N	31
12	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
13	Indeed.com	N	10
14	Internal Promotion	N	8
15	Intracompany Transfer	N	2
16	Job/Bulletin Board	N	3

WDKY
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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
17	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
18	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
19	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
20	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
21	Linked In	N	33
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

WDKY
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37
26	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
27	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
28	Ohio Media School 6703 Madison Road Cincinnati, Ohio Phone : 5132716060 Email : tc@beonair.com TC Sommers Prong 2 Ended Date: 5/31/2022	N	0

WDKY
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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
29	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
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

WDKY
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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
35	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
36	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
37	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
38	University of the Cumberlands 7528 College Station Drive Williamsburg, Kentucky 40769 Phone : 606-539-4259 Url : http://www.ucumberlands.edu Email : career.services@ucumberlands.edu Debbie Harp	N	0
39	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

WDKY
EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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
40	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:			124

WDKY
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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 Kentucky Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Human Resources Business Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	<p>The Station has an established job shadowing program that allows high school and college students to gain practical experience in all areas of our operations, including news, production, sports, weather, creative services, human resources, and sales.</p> <p>The Station hosted four (4) high school students from Henry Clay High School (2 participants) and the Academies of Frederick Douglas High School (2 participants), and two (2) college students from the University of Kentucky. Participants shadowed and interviewed station personnel in four (4) hour blocks of time.</p>	11	Human Resources Business Manager Graphics Manager Sports Director News Director
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports, weather, creative services, and sales.</p> <p>The Station hosted one (1) intern from the University of Kentucky, during the 2022 Summer Semester; and one (1) intern from Asbury University, during the 2022 Fall Semester.</p>	3	Human Resources Business Manager Director of Sales Director of Operations
4	6/28/2022	Participation in events sponsored by organizations representing the community	Station personnel participated as speakers for Sunrise Children's Services, Elizabethtown Campus - Girl's High School. Station personnel spoke about careers in media, education, and job requirements.	6	Human Resources Business Administrator Director of Operations Anchor Chief Meteorologist
5	7/26/2022	Participation in events sponsored by organizations representing the community	Station personnel participated as speakers for the Richmond Police Department Summer Program. Station personnel spoke about careers in media, education, and job requirements.	7	Human Resources Business Manager Director of Operations Anchor Chief Meteorologist

WDKY
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	9/1/2022	Participation in Job Fairs	The Station participated at the Transylvania University Fall Career and Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and careers in the broadcasting industry.	2	Human Resources Business Manager Human Resources Admin Assistant
7	10/25/2022	Participation in Job Fairs	The Station participated at the Fayette County College and Career Fair. Station personnel met with students to discuss vacancies at the Station and in the broadcast industry.	3	Human Resources Business Manager Human Resources Admin Assistant Photographer
8	2/7/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers for The Academies of Frederick Douglass High School, Academy of Technology: Video Production and Cinematography. Station personnel spoke about careers in media, education, and job requirements.	9	Human Resources Business Manager Director of Sales Director of Operations Chief Engineer
9	2/9/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers for The Academies of Frederick Douglass High School, Academy of Technology: Video Production and Cinematography. Station personnel spoke about careers in media, education, and job requirements.	9	Human Resources Business Manager Director of Operations Chief Engineer Chief Meteorologist
10	2/28/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers for the Estill County GEAR UP College and Career Tour. Station personnel spoke about careers in media, education and job requirements.	7	Human Resources Business Manager Director of Operations Chief Engineer Production Operator