

NEXSTAR MEDIA GROUP, INC. (NXST)

2026 DEF 14A · filed 2026-04-30 · CIK 0001142417

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

612 to 1

Median employee: \$39,509,740

SAY ON PAY CD&A

95.5%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from NXST's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
CHTR CHARTER COM- MUNICATIONS, INC. /MO/	\$6,466,193	—	\$79,159	Compensation and Benefits Committee
PSKY Paramount Skydance Corp	—	—	—	—
CMCSA COMCAST CORP	\$35,148,413	381 to 1	\$92,390	Compensation Committee
DIS Walt Disney Co	\$45,842,574	805 to 1	\$56,932	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Value of Initial Fixed \$100 In-vestment Based On: Named executive officer	—	—	—	—	\$39,509,740

Every fact above, traced back to filing text

Generated 2026-10-15 10:23:35Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 612 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“with Item 402(c)(2)(x) under the Securities Act of 1933. •As indicated in the Summary Compensation Table above, our Chief Executive Officer’s annual total compensation was \$39,509,740, using the same definition of total annual compensation we used to calculate the median employee’s total annual compensation. •The ratio of the annual total compensation of our Chief Executive Officer to the total annual compensation of our median employee was 612 to 1. For 2025, there have been no changes that we reasonably believe would significantly affect our pay ratio disclosure, since there has been no chan...”

Median employee compensation = \$39,509,740

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“of total annual compensation in accordance with Item 402(c)(2)(x) under the Securities Act of 1933. •As indicated in the Summary Compensation Table above, our Chief Executive Officer’s annual total compensation was \$39,509,740, using the same definition of total annual compensation we used to calculate the median employee’s total annual compensation. •The ratio of the annual total compensation of our Chief Executive Officer to the total annual compensation of our median employee was 612 to 1. For 2025, there have been no changes that we reasonably believe would significantly affect our pay rat...”

Say on pay = 95.5%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“Stockholder Say on Pay Vote”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee annually sets award dollar amount”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“A general prohibition against hedging or pledging any Company securities.”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“A general prohibition against hedging or pledging any Company securities.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”