

WIAT
EEO PUBLIC FILE REPORT
November 21, 2017 - November 30, 2018

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photographer/Editor	1-4, 6-8, 14-16, 20-21, 24, 26-28, 31-34, 36-37	27
Receptionist	1-4, 6-8, 12, 15-17, 20-21, 24, 26-28, 31-34, 36-37	27
Traffic Reporter	1-3, 7-9, 13, 16, 21, 24, 26-28, 31-34, 36-37	27
Digital / New Business Account Executive	1-4, 6-10, 14-16, 20-22, 24-28, 31-37	14
Reporter	1-4, 6-10, 13, 15-16, 20-21, 24-28, 31-37	27
Reporter/Multimedia Journalist	1-4, 6-10, 13, 15-16, 19-21, 24-29, 31-37	19
Reporter/Multimedia Journalist	1-4, 6-10, 13, 15-16, 19-21, 24-29, 31-37	33
Research Coordinator	1-4, 6-10, 14-16, 20-21, 24-28, 31-37	27
Account Executive	1-10, 15-16, 20-21, 23-28, 31-37	23
Reporter/Multimedia Journalist	1-4, 6-10, 13, 15-16, 19-21, 24-29, 31-37	27
Executive Assistant	1-4, 6-10, 15-17, 20-22, 24-28, 31-38	38
Chief Engineer	1-4, 6, 8-9, 11, 14-16, 21-22, 24-27, 31, 33-36	14
Multi-Media Journalist	1-4, 6-9, 11, 15-16, 20-22, 24-27, 31, 33-36	27
Multi-Media Journalist	1-4, 6-9, 11, 15-16, 20-22, 24-27, 31, 33-36	27
Weekend Anchor / Reporter	1-4, 6-9, 13-18, 20-22, 24-28, 31-37	18
Weekend Anchor / Reporter	1-4, 6-9, 13-18, 20-22, 24-28, 31-37	18
PT Production Assistant	1-4, 6-9, 13-17, 20-22, 24-28, 31-37	35
Digital Content Producer	1-9, 15-18, 20-22, 24-28, 31-37	18
Digital Content Producer	1-9, 15-18, 20-22, 24-28, 31-37	27

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PT Production Assistant	1-4, 6-9, 13-17, 20-22, 24-28, 31-37	17
PT Production Assistant	1-4, 6-9, 13-17, 20-22, 24-28, 31-37	14
PT Production Assistant	1-4, 6-9, 13-17, 20-22, 24-28, 31-37	35

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

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")
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PT Production Assistant	1-4, 6-9, 13-17, 20-22, 24-28, 31-37	27
Meteorologist	1-4, 6-9, 13-16, 20-22, 24-28, 30-37	27
Assignment Desk Editor	1-4, 6-9, 15-17, 20-22, 24-28, 31-37	17
Assignment Desk Editor	1-4, 6-9, 15-17, 20-22, 24-28, 31-37	27
Assignment Desk Editor	1-4, 6-9, 15-17, 20-22, 24-28, 31-37	27
Anchor	1-4, 6-9, 13, 15-16, 18, 20-22, 24-28, 31-37	18
General Sales Manager	2-4, 6, 8-9, 15-16, 20-21, 24, 27-28, 33, 36-37	27
Photographer	2-3, 6-9, 14-17, 21-22, 24-27, 31, 33-36	17
IT Engineer	1-4, 6-9, 15, 20-22, 24-27, 31, 33-36	27

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama A&M Career Development Services 101 Patton Hall - PO Box 997 Normal, Alabama 35762 Phone : 256-372-5690 Michael Radden Manual Posting	N	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://al-ba.com/ Email : lrice@al-ba.com Lesa Rice	N	0
3	Alabama State Univeristy Kilby Hall, Room 2 915 South Jackson St Montgomery, Alabama 36101 Phone : (334)229-4156 Url : http://www.alasu.edu/current-students/career-servi Email : careerservices@alasu.edu Letitia Smith	N	0
4	Alabaster Career Center 109 Plaza Circle Alabaster, Alabama 35007 Phone : (205) 663-2542 Email : alabaster.eso@dir.alabama.gov Greg Minor	N	0
5	Anniston Career Center 1731 Coleman Road Anniston, Alabama 36207 Phone : (256) 832-0147 Url : http://www.facebook.com/pages/anniston-career-cent Amy Phillips Manual Posting	N	0
6	Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Phone : 770-433-5975 Url : http://www.aabj.org/ Email : aabjorg@gmail.com Career Service	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
7	Auburn University Career Center 303 Martin Hall Auburn, Alabama 36849 Phone : 334-844-4744 Jay Skipworth Manual Posting	N	0
8	Birmingham Association of Black Journalists P.O. Box 10023 Birmingham, Alabama 35202 Phone : 0000000000 Email : websiteadmin@babj.net Linda White	N	0
9	Birmingham Career Center 3440 3rd Avenue South Birmingham, Alabama 35222 Phone : 205-582-5200 Url : https://joblink.alabama.gov/ada/ Email : Birmingham@alcc.alabama.gov Career Center	N	0
10	Birmingham Southern College 900 Arkadelphia Rd Birmingham, Alabama 35254 Url : https://www.bsc.edu/campus/career/index.html Email : ploprest@bsc.edu Michael Lebeau	N	0
11	Birmingham Urban League 1229 Third Avenue N Birmingham, Alabama 35203 Phone : (205) 326-0162 Url : http://birminghamurbanleague.net/home0.aspx Email : info@birminghamurbanleague.net A Jones	N	0
12	CareerBuilder.com	N	1

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13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Employee Referral	N	8

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15	Gadsden Career Center 216 North 5th Street Gadsden, Alabama 35901 Phone : (256) 546-4667 Url : http://www.facebook.com/pages/gadsden-career-center Email : gadsden@alcc.alabama.gov Larry Foster	N	0
16	Georgia Association of Broadcasters 6 West Druid Hills Drive NE, Suite 330 Atlanta, Georgia 30329 Phone : 770.395.7200 Url : http://gab.org/jobs/post-a-position/ Email : admin@gab.org Kathy Kudravi	N	0
17	Indeed.com	N	17
18	Internal Promotion	N	4
19	Intracompany Transfer	N	1
20	Jasper Career Center 2604 Viking Drive Jasper, Alabama 35501 Phone : (205) 221-2576 Url : http://www.facebook.com/pages/jasper-career-center Email : jasper@alcc.alabama.gov Gina Nichols	N	0
21	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8588 Url : www.jeffstateonline.com Email : tlpayne@jeffstateonline.com Tamara Payne	N	0

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22	Lawson State Community College 3060 Wilson Rd SW Birmingham, Alabama 35211 Url : http://www.lawsonstate.edu/student_services/career Dr. Cynthia Anthony Manual Posting	N	0
23	Linked-In 2029 Stierlin Court Mountain View , California 94043 Liz Lattanza Manual Posting	N	2

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24	Miles College 5500 Myron Massey Boulevard Fairfield, Alabama 35064 Phone : 205-929-1826 Email : careerservices@miles.edu Angela Williams	N	0
25	Morehouse College 830 Westview Drive SW Atlanta, Georgia 30314 Url : http://www.morehouse.edu/student_life/careerdevelop Dean Harry Wright Manual Posting	N	0
26	National Alliance of State Broadcasters Association 2333 Wisconsin st. NE Albuquerque, New Mexico 87112 Email : careers@nasbaonline.net National Alliance State Broadcasters	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	31
28	Norfolk State University Dept of Mass Communications and Journalism 700 Park Ave. Norfolk, Virginia 23504 Phone : 757-823-8331 Email : ndmontgomery@nsu.edu Wanda Brockington	N	0
29	Novotus 5508 Parkcrest Dr, Ste 100 Austin, Texas 78731 Lindsay Page Manual Posting	N	0
30	Professional/Industry Trade Organization	N	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

31	Samford University 800 Lakeshore Dr. Birmingham, Alabama 35229 Career Development Center Career Development Center Manual Posting	N	0
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32	Troy University 104 Eldridge Hall Troy, Alabama 36081 Phone : 334-670-3217 Sarah Meade Manual Posting	N	0
33	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 1-760-754-2115 Mark Holloway Manual Posting	N	5
34	University of Alabama P.O. Box 850172 Tuscaloosa, Alabama 35487 Phone : (205) 348-5848 Url : http://www.cis.ua.edu/undergraduatestudies/careers Savannah Gable Manual Posting	N	0
35	University of Alabama Birmingham Hill Student Center,Suite 307 1400 University Blvd Birmingham, Alabama 35294 Url : http://www.uab.edu/students/cpd/ Clifford Kennon Manual Posting	N	3
36	University of Georgia Journalism Building 120 Hooper St. Athens, Georgia 30602 Phone : (706) 542-4993 Email : cbentley@uga.edu Cecil Bentley	N	0

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37	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
38	ZipRecruiter 1453 3rd St Promenade Suite 335 Santa Monica, California 90401 Kevin Gaither Manual Posting	N	1

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TOTAL INTERVIEWS OVER REPORTING PERIOD:			76

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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	2/2/2018	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 and weather.</p> <p>The Station hosted one (1) intern, from Miles College, during the 2018 Fall Semester; four (4) interns, from the University of Alabama, Miles College, Georgia Southwestern State University, and Samford University during the 2018 Summer Semester.</p>	4	Sports Director Rob Martin Senior Producer Internship Coordinator/Community Affairs
2	3/10/2018	Establishment of training programs for station personnel	The station has an established training program which provides station personnel with opportunities to acquire additional skills that may qualify them for higher level positions. During the reporting term there were 28 participants.	4	News Director Assistant News Director Reporters Producers
3	10/1/2018	Participation in Job Fairs	The Station participated at the Entrepreneurship, Management, Marketing Networking/Career Fair Night at Samford University. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Local Sales Manager Business Administrator Account Executive
4	10/2/2018	Participation in Job Fairs	The Station participated at the Miles College Internship and Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Administrator Internship Coordinator/Community Affairs

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WIAT airs the advertising below which recruits organizations to receive WIAT job openings.

WIAT-TV, a Nexstar Media Group station, is committed to a broad applicant outreach program in our continuing efforts to represent our diverse community. If your organization is interested in becoming part of our recruitment list, we would like to hear from you. We will send notifications when we have full-time openings. Send your request to WIAT Human Resources, 2075 Golden Crest Drive, Birmingham, Alabama 35209.