

WIAT
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Account Executive	2-10, 12-14, 19-26, 28, 30-31, 33, 35-37, 39	26
Account Executive	2-10, 12-14, 19-26, 28, 30-31, 33, 35-37, 39	26
Account Executive	2-10, 12-14, 19-26, 28, 30-31, 33, 35-37, 39	26
Promotions Producer	1-6, 9, 11-16, 19-20, 23-26, 30, 32-33, 35-37	12
Newscast Director	2-7, 9, 11, 13-14, 19-21, 23-24, 26, 28, 30-31, 33, 35-39	26
Assignment Desk Editor	2-7, 9, 11, 13-14, 16, 19-21, 23-24, 26, 28, 30-31, 33, 35-37, 39	26
Executive Producer	2-9, 11, 13-14, 17, 19-21, 23-26, 28, 30-33, 35-37	17
Editor	2-7, 9, 11, 13-14, 16, 19-21, 23-24, 26-28, 30-31, 33, 35-37, 39	16
Producer	2-7, 9, 11, 13-14, 19-21, 23-24, 26, 28-31, 33, 35-37, 39	29
Producer	2-7, 9, 11, 13-14, 19-21, 23-24, 26, 28-31, 33, 35-37, 39	29
Research Director	2-9, 11, 13-14, 17, 19-21, 23-26, 28, 30-33, 35-37	17
Digital Executive Producer	2-5, 8-9, 11-14, 20-21, 23-26, 30-33, 35-37	12
Account Executive (2)	2-7, 9, 13-14, 19-24, 26, 28, 30, 33, 35-37, 39	22
Account Executive (2)	2-7, 9, 13-14, 19-24, 26, 28, 30, 33, 35-37, 39	22
Digital Sales Manager	2-9, 12-14, 18-24, 26, 30-31, 33, 35-37, 39	18
Producer	2-7, 9, 11-14, 17, 19-21, 23-24, 26, 28, 30-31, 33, 35-37, 39	12
Producer	2-7, 9, 11-14, 17, 19-21, 23-24, 26, 28, 30-31, 33, 35-37, 39	17
Producer	2-7, 9, 11-14, 17, 19-21, 23-24, 26, 28, 30-31, 33, 35-37, 39	26

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Graphic Artist	1-9, 12-14, 16, 19-24, 26, 28, 30-31, 33, 35-37, 39	12
Multi-Media Journalist	2-7, 9-11, 13-14, 17, 19-21, 23-26, 28, 30-33, 35-37	17
Local Sales Coordinator	2-7, 9-10, 12-14, 19-24, 26, 28, 30-33, 35-37, 39	22
Assistant News Director	2-7, 9-14, 16-17, 19-24, 26-28, 30-37, 39	17
PT Assignment Desk Editor	2-7, 9-14, 19-21, 23-24, 26, 28, 30-33, 35-37, 39	36
PT Assignment Desk Editor	2-7, 9-14, 19-21, 23-24, 26, 28, 30-33, 35-37, 39	12
Digital Content Producer	2-7, 9-10, 13-14, 16-17, 19-21, 23-24, 26, 28, 30-33, 35-37, 39	26
Marketing Producer	1-7, 9-10, 13-14, 16, 19-21, 23-24, 26, 28, 30-33, 35-37, 39	16
Producer	2-7, 9-11, 13-14, 19-21, 23-24, 26, 28, 30-33, 35-37, 39	26
Sports Reporter	2-7, 9-14, 16, 19-21, 23-24, 26, 28, 30-33, 35-37, 39	12
Account Executive	2-7, 9-10, 13-14, 19-24, 26, 28, 30-33, 35-37, 39	22
Photographer	2-7, 9-14, 16, 19-21, 23-28, 30-33, 35-37	16
Photographer	2-7, 9-14, 16, 19-21, 23-28, 30-33, 35-37	12
Newscast Director	2-7, 9-14, 19-21, 23-24, 26, 28, 30-33, 35-37, 39	12
Anchor	2-7, 9-11, 13-14, 19-20, 23-26, 28, 30-33, 35-37	26

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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
1	602 Communications 4349 E Colter Street Phoenix, Arizona 85018 Phone : (503) 719-7794 Url : http://602communications.com/ Graeme Newell Manual Posting	N	0
2	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
3	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://al-ba.com/ Email : lrice@al-ba.com Les Rice	N	0
4	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 Letitia Smith Manual Posting	N	0
5	Alabaster Career Center 109 Plaza Circle Alabaster, Alabama 35007 Phone : (205) 663-2542 Email : alabaster.eso@dir.alabama.gov Greg Minor	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 Phone : 205-226-4719 Url : https://www.bsc.edu/campus/career/index.html Michael Lebeau Manual Posting	N	0
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	Employee Referral	N	17
13	Gadsden Career Center 216 North 5th Street Gadsden, Alabama 35901 Phone : (256) 546-4667 Url : http://www.facebook.com/pages/gadsden-career-cente Email : gadsden@alcc.alabama.gov Larry Foster	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
14	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
15	Hampton University Scripps Howard School of Journalism and Comm 546 E. Queen Street Hampton, Virginia 23668 Phone : 757-728-6789 Url : http://shsjc.hamptonu.edu/ Email : BATTINTO.BATTS@HAMPTONU.EDU Dr. Battinto Batts	N	0
16	Indeed.com	N	18
17	Internal Promotion	N	6
18	Intracompany Transfer	N	1
19	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
20	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
21	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
22	Linked In	N	14

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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	Miles College 5500 Myron Massey Boulevard Fairfield, Alabama 35064 Phone : 205-929-1826 Email : careerservices@miles.edu Angela Williams	N	0
24	Morehouse College 830 Westview Drive SW Atlanta, Georgia 30314 Url : http://www.morehouse.edu/student_life/careerdevelop Dean Harry Wright Manual Posting	N	0
25	National Alliance of State Broadcasters Association 2333 Wisconsin st. NE Albuquerque, New Mexico 87112 Email : careers@nasbaonline.net National Alliance State Broadcasters	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	49
27	Nexstar's Facebook Page	N	3
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	Re-hire	N	2
30	Samford University 800 Lakeshore Dr. Birmingham, Alabama 35229 Career Development Center Career Development Center Manual Posting	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
31	Troy University 104 Eldridge Hall Troy, Alabama 36081 Phone : 334-670-3217 Sarah Meade Manual Posting	N	0
32	Tuskegee University Career Development and Placement Services Center Carnegie Hall 3rd Floor Tuskegee, Alabama 36088 Phone : 334-727-8255 Sarah Stringer Manual Posting	N	0
33	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 1-760-754-2115 Mark Holloway Manual Posting	N	1
34	Twitter	N	1
35	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
36	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	1
37	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	WIAT Website 2075 Golden Crest Drive Birmingham, Alabama 35209 Phone : 205-322-4200 Url : www.wiat.com Candace Howard Manual Posting	N	0
39	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			113

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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	2/20/2019	Participation in Job Fairs	The Station participated at the University of Montevallo Media Day. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	Business Administrator Community Affairs Coordinator Commercial Producer
2	3/6/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Montevallo. Personnel spoke about job qualifications and opportunities at the station and within the broadcasting industry.	1	Meteorologist
3	3/11/2019	Establishment of training programs for station personnel	The Station has an established training program that allows station personnel to acquire skills that could qualify them for higher level positions. During the current reporting term there were 30 participants.	4	News Director Assistant News Director Reporters Producers
4	3/12/2019	Participation in Job Fairs	The Station participated at the Lawson State Community College Career, Health, and Community Resource Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Business Administrator Community Affairs Coordinator
5	3/14/2019	Participation in Job Fairs	The Station participated at the Miles College Spring Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Business Administrator Community Affairs Coordinator
6	3/29/2019	Participation in Job Fairs	The Station participated at the Career / College Fair for the community. Station personnel were able to meet with students and community to discuss vacancies at the Station and in the broadcasting industry.	2	Business Administrator Community Affairs Coordinator
7	4/18/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Alabama School of Journalism and Creative Media. Personnel spoke to students about Media Sales in the Digital Age, and opportunities at the station and within the broadcast industry.	1	General Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	9/30/2019	Participation in Job Fairs	The Station participated at the Entrepreneurship, Management, Marketing Career Night at Samford University. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	3	Local Sales Manager Account Executive Business Administrator