

WIAT
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
Photographer - PT	2-9, 11-14, 18-38	21
Anchor	2-9, 11-14, 18-20, 22-38	25
Newscast Director	2-9, 11-15, 18-38	21
Newscast Director	2-9, 11-15, 18-38	15
Meteorologist	2-9, 11-14, 18-20, 22-38	25
Account Executive	2-9, 11-14, 18-38	21
Account Executive	2-9, 11-14, 18-38	21
Account Executive	2-9, 11-14, 18-38	21
PT Assignment Desk Editor	2-9, 11-15, 18-38	25
News Producer	2-9, 11-14, 18-38	21
Digital News Anchor Reporter	2-9, 11-14, 16, 18-20, 22-38	16
Reporter	2-9, 11-15, 17-20, 22-38	17
Traffic Anchor	2-9, 11-16, 18-23, 25-37	16
Photographer	2-9, 11-15, 18-20, 22-38	15
Sports MMJ	2-9, 11-14, 18-20, 22-38	25
Account Executive	2-9, 11-14, 18-38	21
Commercial Producer	1-9, 11-15, 18-38	25
News Producer	2-9, 11-15, 18-38	21
Digital Executive Producer III	2-9, 11-14, 17-38	17
Digital MultiMedia Journalist / Content Producer	2-9, 11-14, 16, 18-20, 22-38	16
Digital Content Producer	2-9, 11-15, 18-38	25
Assignment Desk Editor	2-9, 11-15, 18-37	15
General Sales Manager	2-9, 11-14, 18-38	21
Local Sales Coordinator	2-9, 11-14, 18-38	21

Nexstar did not actively distribute job vacancy notices to RS#10/CareerBuilder.com, RS#15/Indeed.com, RS#21/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.

Recruiting Source 1 - 602 Communications was removed in August 2021.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital MMJ / Content Producer	2-14, 18-20, 22-38	10
Marketing Producer	1-9, 11-15, 18-20, 22-38	15
Assistant News Director	2-9, 11-14, 17-20, 22-38	17
Sports MMJ	2-9, 11-14, 18-20, 22-38	25
Photographer - PT	2-9, 11-14, 18-38	21
PT Assignment Desk Editor	2-9, 11-15, 18-37	15
PT Production Assistant	2-9, 11-14, 18-37	21
Account Executives	2-9, 11-14, 18-38	21

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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	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	1
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 Lesa Rice	N	0
4	Alabama State University 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@alcc.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 : aabj.org@gmail.com Career Service	N	0

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7	Auburn University Career Center 303 Martin Hall Auburn, Alabama 36849 Phone : 334-844-4744 Jay Skipworth Manual Posting	N	0
8	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
9	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
10	CareerBuilder.com	N	1
11	Clark Atlanta University 223 James P. Brawley Dr., S.W. Atlanta, Georgia 30314 Phone : 404-880-6701 Arica Berry Manual Posting	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
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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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	Indeed.com	N	24
16	Internal Promotion	N	3
17	Intracompany Transfer	N	3
18	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
19	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
20	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
21	Linked In	N	51
22	Miles College 5500 Myron Massey Boulevard Fairfield, Alabama 35064 Phone : 205-929-1826 Email : careerservices@miles.edu Angela Williams	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	Morehouse College 830 Westview Drive SW Atlanta, Georgia 30314 Url : http://www.morehouse.edu/student_life/careerdevelopo Dean Harry Wright Manual Posting	N	0
24	National Alliance of State Broadcasters Association 2333 Wisconsin st. NE Albuquerque, New Mexico 87112 Phone : 505-881-4444 National Alliance State Broadcasters Manual Posting	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	24
26	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
27	Samford University 800 Lakeshore Dr. Birmingham, Alabama 35229 Career Development Center Career Development Center Manual Posting	N	0
28	Spelman College 350 Spelman Lane S.W. Atlanta, Georgia 30314 Phone : 404-270-5273 Harold Bell Manual Posting	N	0
29	The University of Alabama Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256.824.3297 Candace Phillips 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
30	The University of Southern Mississippi 118 College Drive Hattiesburg, Mississippi 39406 Mary Beard Manual Posting	N	0
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	0
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	1
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	0
36	University of Georgia Journalism Building 120 Hooper St. Athens, Georgia 30602 Phone : (706) 542-4993 Cecil Bentley Manual Posting	N	0

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37	University of South Carolina 1322 Greene St. Columbia, South Carolina 29208 Phone : 803-777-7280 Beth Warren Manual Posting	N	0
38	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			108

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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	2/22/2021	Participation in Job Fairs	The Station participated at the University of Alabama at Birmingham Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Business Administrator
2	4/5/2021	Participation in Job Fairs	The Station participated at the Alabama Broadcasters Job Fair. Station personnel spoke with potential job applicants.	1	Business Administrator
3	11/10/2021	Provision of training to management	Station personnel participated in a mandatory training session which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	15	Business Administrator General Manager News Director General Sales Manager