

WIAT
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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
Meteorologist	1-8, 10-12, 15-18, 20-36	15
Anchor	1-8, 10-12, 16-18, 20-36	23
Digital Sales Coordinator	1-8, 10-13, 16-36	19
Anchor	1-8, 10-12, 16-18, 20-36	23
Commercial Producer	1-8, 10-12, 16-18, 20-36	23
Editor	1-8, 10-13, 16-18, 20-36	13
Executive Producer	1-8, 10-12, 14, 16-18, 20-37	14
News Producer	1-8, 10-12, 16-18, 20-37	23
Technical Newscast Director	1-13, 16-37	13
Technical Newscast Director	1-13, 16-37	13
Weekend Anchor / MMJ	1-8, 10-12, 15-18, 20-37	15
Account Executive	1-8, 10-12, 16-37	19
Account Executive	1-8, 10-12, 16-37	19
Account Executive	1-8, 10-12, 16-37	19
Account Executive	1-8, 10-12, 16-37	19
Account Executive	1-8, 10-12, 16-37	19
Technical Newscast Director	1-13, 16-37	13
Digital Content Producer	1-8, 10-12, 16-37	19
Digital Content Producer	1-8, 10-12, 16-37	19
Creative Service Director	1-12, 16-18, 20-37	9
Multi-Media Journalist	1-8, 10-13, 16-37	19
Multi-Media Journalist	1-8, 10-13, 16-37	13
Traffic Anchor	1-8, 10-12, 16-37	23
Sports Producer	1-8, 10-12, 14, 16-18, 20-37	14
Photographer	1-12, 16-36	23

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Coordinator	1-8, 10-12, 16-18, 20-36	23
Executive Assistant	1-8, 10-13, 16-37	19
Newscast Production Assistant	1-8, 10-13, 16-18, 20-37	13
Assignment Desk Editor	1-12, 16-37	9
PT Editor	1-8, 10-13, 16-37	13
Promotions/Marketing Producer	1-8, 10-12, 16-37	19

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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	Alabama A&M Career Development Services 101 Patton Hall - PO Box 997 Normal, Alabama 35762 Phone : 256-372-5000 Yvette Clayton Manual Posting	N	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://al-ba.com/ Lesa Rice Manual Posting	N	0
3	Alabama State University 915 South Jackson St Montgomery, Alabama 36101 Phone : (334)229-4800 Sabrina Crowder Manual Posting	N	0
4	Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Phone : 678-871-9153 Url : http://www.aabj.org/ Email : aabj.org@gmail.com Career Service	N	0
5	Auburn University Career Center 303 Martin Hall Auburn, Alabama 36849 Phone : 334-844-4744 Career Center Manual Posting	N	0
6	Birmingham Association of Black Journalists. PO Box 10023 Birmingham, Alabama 35202 Email : pres.babj@gmail.com BABJ BABJ	N	0

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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
7	Birmingham Career Center 3216 4th Ave S Birmingham, Alabama 35222 Phone : 205-582-5200 Email : Birmingham@alcc.alabama.gov Alabama Works	N	0
8	Birmingham Southern College 900 Arkadelphia Rd Birmingham, Alabama 35254 Phone : 205-226-4717 Career Center Manual Posting	N	0
9	CareerBuilder.com	N	4
10	Clark Atlanta University 223 James P. Brawley Dr., S.W. Atlanta, Georgia 30314 Phone : 404-880-6701 Arica Berry 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	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 Alabama Works	N	0
13	Indeed.com	N	12
14	Internal Promotion	N	2
15	Intracompany Transfer	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Jasper Career Center 2604 Viking Drive Jasper, Alabama 35501 Phone : (205) 221-2576 Email : jasper@alcc.alabama.gov Alabama Works	N	0
17	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
18	Lawson State Community College 3060 Wilson Rd SW Birmingham, Alabama 35211 Phone : 205.929.3514 Url : http://www.lawsonstate.edu/student_services/career Akilih Haley Manual Posting	N	0
19	Linked In	N	21
20	Miles College 5500 Myron Massey Boulevard Fairfield, Alabama 35064 Phone : 205-929-1000 Yoruba L. Marshall Manual Posting	N	0
21	Morehouse College 830 Westview Drive SW Atlanta, Georgia 30314 Url : http://www.morehouse.edu/student_life/careerdevelo Dean Harry Wright Manual Posting	N	0
22	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

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23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	29
24	Samford University 800 Lakeshore Dr. Birmingham, Alabama 35229 Phone : 205-726-2980 Career Development Center Career Development Center Manual Posting	N	0
25	Spelman College 350 Spelman Lane S.W. Atlanta, Georgia 30314 Phone : 404-270-5273 Harold Bell Manual Posting	N	0
26	The University of Alabama Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256.824.3297 Candace Phillips Manual Posting	N	0
27	The University of Southern Mississippi 118 College Drive Hattiesburg, Mississippi 39406 Mary Beard Manual Posting	N	0
28	Troy University 104 Eldridge Hall Troy, Alabama 36081 Phone : 334-670-3217 Sarah Meade Manual Posting	N	0
29	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

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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	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 1-760-754-2115 Mark Holloway Manual Posting	N	0
31	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
32	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
33	University of Georgia Journalism Building 120 Hooper St. Athens, Georgia 30602 Phone : (706) 542-4993 Cecil Bentley Manual Posting	N	0
34	University of Mississippi P.O. Box 1848 University, Mississippi 38677 Phone : 662.915.7174 Url : www.handshake.com Dr. Jonathan Harrington Manual Posting	N	0
35	University of Montevallo 75 College Dr Montevallo, Alabama 35115 Phone : 205-665-6262 Michael Lebeau 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
36	University of South Carolina 1322 Greene St. Columbia, South Carolina 29208 Phone : 803-777-7280 Beth Warren Manual Posting	N	0
37	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:			70

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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	2/21/2022	Participation in Job Fairs	The Station participated at The University of Alabama at Birmingham Job Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the station and in the broadcasting industry.	1	Business Administrator
2	2/23/2022	Participation in Job Fairs	The Station participated at University of Montevallo Job Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the station and in the broadcasting industry.	4	News Director Anchor Producer Business Administrator
3	3/25/2022	Participation in Job Fairs	The Station participated at The University of Alabama Job Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the station and in the broadcasting industry.	1	Business Administrator General Sales Manager Assistant News Manager
4	9/13/2022	Participation in Job Fairs	The Station participated at Samford University Job Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the station and in the broadcasting industry.	1	Business Administrator
5	10/17/2022	Participation in Job Fairs	The Station participated at Alabama Broadcasters Job Fair. Station personnel were able to meet with potential job applicants and discuss vacancies at the station	1	Business Administrator
6	11/3/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	16	General Manager News Director General Sales Manager Business Administrator
7	11/10/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before Mississippi State University Broadcast Meteorology students. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	Meteorologist