

WNCT-TV

EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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
Account Executive - 5323	1-3, 6-10, 12-13, 16, 19, 22, 24-25, 30-34	12
Account Executive - 5323	1-3, 6-10, 12-13, 16, 19, 22, 24-25, 30-34	12
News Producer - 6269	1-3, 6-10, 13, 16, 19, 22, 24-25, 30-32, 34	22
Account Executive - 1107	1-3, 6-10, 12-13, 16, 19, 22, 24-25, 30-32, 34	22
Digital Content Producer - 1279	1-3, 6-10, 13, 16, 19, 22, 24-25, 30-32, 34	22
Broadcast Engineer - 1630	1-3, 6-10, 12-14, 16, 19, 22, 24-25, 30-32, 34	12
Weekend Anchor/MMJ-	2-3, 6-10, 13, 15-16, 19, 22, 24-25, 30-32, 34	15
Executive Producer III	2-3, 6-10, 13, 16, 19, 22, 24-25, 30-32, 34	22
Weekend Meteorologist/MMJ - 2135	3, 6-10, 13, 16, 22, 24-25, 30-32, 34	22
Photographer, MultiMedia Journalist-2657	3, 6-10, 13, 16, 22, 24-25, 30-32, 34	22
Photographer, MultiMedia Journalist-2657	3, 6-10, 13, 16, 22, 24-25, 30-32, 34	22
Production Technician - 3162	3, 6, 8-10, 13, 16, 22, 24-25, 30-32, 34	22
News Producer - 3201	3, 6, 8-10, 13, 16, 22, 24-25, 30-32, 34	22
Director - 3138	3, 6, 8-10, 13, 15-16, 22, 24-25, 30-32, 34	15
Meteorologist III - 3751	2-3, 6-10, 13, 16, 22, 24-25, 30-32, 34	22
News Producer-3924	2-3, 6-10, 13, 16, 21-22, 24-25, 30-32, 34	22
MultiMedia Journalist-4055	2-3, 6-10, 13, 16, 22, 24-25, 30-32, 34	22
Associate Producer - 4628	2-3, 6-10, 13-14, 16-17, 22, 24-25, 30-32, 34	22
Associate Producer - 4628	2-3, 6-10, 13-14, 16-17, 22, 24-25, 30-32, 34	22

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General Sales Manager-4157	2-11, 13-18, 20, 22-32, 34	15

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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.com 4349 E Coulter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	American Women in Radio and TV 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Email : info@awrt.org Fax : 1-703-506-3266 Janey Howitt	N	0
3	Beaufort Community College 5337 US Hwy 64 East Washington, North Carolina 27889 Phone : 252-940-6353 Email : careerservices@beaufortccc.edu Fax : 1-252-940-6352 Sandy McFadden	N	0
4	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
5	Broadcast Center 2360 Hampton Avenue St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Kara Savio	N	0
6	Caree Service - East Carolina University 701 East 5th Street Greenville, North Carolina 27858 Phone : 252-328-6050 Email : denneya15@ecu.edu Adam Denney	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	Career Development Center-NC State Campus Box 7303 Pullen Hall, 2nd Floor Raleigh, North Carolina 27610 Phone : 919-515-2396 Fax : 1-919-515-4210 Woody Catoe	N	0
8	Career Services - UNC Pembroke P.O. Box 1510 Pembroke, North Carolina 28732 Phone : 910-521-6270 Email : brenda.bullard@uncp.edu Fax : 1-910-521-6166 Brenda Bullard	N	0
9	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 919-718-7257 Url : http://www.cccc.edu/careercenter/ Email : bfreeman@cccc.edu Billy Freeman	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
11	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3745 Randy Jones	N	0
12	Employee Referral	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Howard University School of Communication Office of Career Development 525 Bryant Street NW, #107C Washington, District of Columbia 20059 Phone : 202-806-1518 Url : http://www.howard.edu Email : cdudley@howard.edu Fax : 1-202-806-4907 Carol Dudley	N	0
14	Indeed.com	N	4
15	Internal Promotion	N	5
16	Lenoir Community College P.O. Box 188 Hwy 58 South Kinston, North Carolina 28502 Phone : 252-233-6816 Email : flgaskins20@lenoircc.edu Fax : 1-252-233-6879 Sherry Irsik	N	0
17	Linked In	N	12
18	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : tharper@mbaweb.org Fax : 1-573-634-8258 Terry Harper	N	0
19	Morgan State University-School of Journalism 1700 E Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3349 Url : http://www.morgan.edu Email : earlene.goodson@morgan.edu Earlene Goodson	N	0
20	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0

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21	NC A&T University 1601 E Market St Murphy Hall, Suite 101 Greensboro, North Carolina 27411 Phone : 336-334-7500 Url : http://www.careerserv.ncat.edu Email : dburston@ncat.edu Denise Burston	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	23
23	North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Fax : 1-336-334-7477 Angela Mahoney	N	0
24	North Carolina Association of Broadcasters 150 Fayetteville Street Suite 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Email : info@ncbroadcast.com Fax : 1-919-834-8880 Gail Summerville	N	0
25	Pitt Community College P.O. Drawer 7007 Greenville, North Carolina 27835 Phone : 252-493-7245 Email : careerservices@email.pittcc.edu Arwen Parris	N	0
26	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/jobline.html Email : kjones@sbe.org Fax : (317) 846-9120 Scott Jones	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
27	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : www.spj.org/careers_jobpost.asp Email : questions@spj.org Fax : 1-317-920-4789 Director of Placement	N	0
28	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Email : jobs@tab.org Anna Romero	N	0
29	The JobFile - Illinois News Broadcasters Assoc. 1 University Circle Macomb, Illinois 61455 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
30	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
31	VCU School of Mass Communications 901 W Main Street P.O. Box 842034 Richmond, Virginia 23284 Phone : 804-827-3722 Email : longnj@vcu.edu Natasha Long	N	0
32	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : http://www.vabonline.com Email : marci.malinowski@easterassociates.com Fax : 1-434-979-2439 Marci Malinowski	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
33	Western Carolina University 233 Stillwell Building Cullowhee, North Carolina 28723 Phone : 8282272730 Email : kspasovska@email.wcu.edu Katerina Spasovska	N	0
34	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:			50

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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	Ongoing Event	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 this reporting term, there were 2 participants.	2	Program Director Sales Assistant
2	8/23/2019	Participation in events sponsored by community groups	Station personnel attended Education Network Luncheon. Station personnel spoke on their experience to pursue a career in broadcast journalism.	1	News Anchor
3	11/7/2019	Participation in events or programs sponsored by educational institutions	Station personnel met with students at East Carolina University to discuss the job qualifications in the broadcast industry. Station personnel participated in a question and answer session and discussed vacancies at the Station and in the broadcast industry.	1	Chief Meteorologist
4	1/1/2020	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper level positions, to the North Carolina Association of Broadcasters and American Women in Television, media/trade organizations - with a broad-based membership, including the participation of women and minorities.	3	General Sales Manager General Manager
5	2/6/2020	Co Sponsoring Job Fair	The Station Co-Sponsored the ECU School of Communication 2020 Career and Internship Fair. Station personnel participated in a panel discussion about opportunities and job qualification requirements in the broadcasting industry. Station personnel were able to meet with students to discuss vacancies at the Station and in the broadcasting industry.	3	Marketing Director News Director Promotions Producer
6	2/22/2020	Participation in events sponsored by community groups	Station personnel attended the Radio Television Digital News Association of the Carolinas' Student Workshop. Station personnel were able to give real-world critique of the participants skills such, resumes, reels, self-presentation etc. Station personnel were able to meet with students to discuss vacancies at the Station and in the broadcast industry.	4	News Director Digital Journalist Photographer Digital Rptr/Content Prod

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7	6/30/2020	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operation, including news, marketing, production, sports, weather and sales. Then Station hosted 2 interns from East Carolina University Fall and spring semester.	3	News Director Executive Producer Sports Director