

WNCT-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - 1643	1, 3-5, 7-11, 13, 18-22, 24-26, 28	20
Digital Journalist - 1650	1, 3-5, 7-11, 13, 16, 18-22, 24-26, 28	20
Digital Journalist - 1650	1, 3-5, 7-11, 13, 16, 18-22, 24-26, 28	20
Digital Journalist - 1650	1, 3-5, 7-11, 13, 16, 18-22, 24-26, 28	16
Promotions Producer-1656	1, 3-5, 7-13, 15, 18-22, 24-26, 28	12
Promotions Producer-1656	1, 3-5, 7-13, 15, 18-22, 24-26, 28	8
News Editor -1658	1, 3-10, 13, 18-22, 24-26, 28	20
Weekend Anchor/MMJ-2012	1, 3-5, 7-10, 13, 18-22, 24-25, 28	20
Weekend Meteorologist/MMJ -2248	1, 3-5, 7-10, 13, 18-22, 24-26, 28	20
Account Executive - 2402	1, 3-5, 7-10, 12-14, 17-22, 24-26, 28	12
Weekend Anchor/MMJ-2666	1, 3-5, 7-10, 13, 18-22, 24-26, 28	20
Photographer, MultiMedia Journalist	1, 3-5, 7-10, 13, 16, 18-22, 24-26, 28	16
Weekday AM Meteorologist-3307	1, 3-5, 7-10, 13, 18-22, 24-26, 28	20
Integrated Digital Specialist-3347	1, 3-5, 7-10, 12-13, 18-22, 24-26, 28	12
Creative Services Manager-3440	1-2, 4-5, 7-10, 12-13, 18-22, 24-26, 28	2
Promotions Producer-3489	1, 3-5, 7-10, 12-13, 18-22, 24-26, 28	12
Photographer, MultiMedia Journalist - 3694	1, 3-5, 7-10, 13, 18-22, 24-26, 28	20
Photographer, MultiMedia Journalist-3723	1, 3-5, 7-10, 13, 18-22, 24-26, 28	24
Account Executive - 3722	1, 3-5, 7-10, 12-13, 18-22, 24-28	12
Account Executive - 3721	1, 3-5, 7-10, 13, 15, 18-22, 24-26, 28	15
Director - 3824	1, 3-5, 7-10, 13, 18-22, 24-26, 28	20
Broadcast Engineer - 3825	1, 3-5, 7-10, 13-14, 18-22, 24-26, 28	14
Production Technician - 3942	1, 3-5, 7-10, 13, 18-22, 24-26, 28	20
Creative Services Producer-4059	1, 3-10, 12-15, 18-22, 24-28	15
News Editor -4058	1, 3-5, 7-10, 13, 18-22, 24-28	20
Creative Services Photogropher-4060	1, 3-5, 7-10, 12-14, 17-22, 24-28	12
Digital Content Producer-4149	1, 3-5, 7-10, 13, 18-22, 24-28	20
Photographer, MultiMedia Journalist-4293	1, 3-5, 7-10, 13, 16, 18-22, 24-28	16

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I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photographer, MultiMedia Journalist-4293	1, 3-5, 7-10, 13, 16, 18-22, 24-28	20
Photographer, MultiMedia Journalist-4781	1, 3-5, 7-10, 13, 18-22, 24-28	20
Photographer, MultiMedia Journalist-4782	1, 3-5, 7-10, 13, 18-22, 24-28	20
Creative Services Manager-4803	1, 3-10, 13, 18-22, 24-28	20
Sales Assistant	1, 3-5, 7-10, 13, 18-28	23
Photographer, MultiMedia Journalist-4937	1, 3-5, 7-10, 13, 18-22, 24-28	20
Weekend Sports Anchor	1, 3-5, 7-10, 13, 18-22, 24-28	20
Sales Assistant	1, 3-5, 7-10, 13, 18-28	23
News Producer	1, 3-5, 7-10, 13, 18-22, 24-28	20
Photographer, MultiMedia Journalist-5532	1, 3-5, 7-10, 13, 18-22, 24-28	20

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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	Advertisement-Print	N	5
3	American Women in Radio and TV 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Fax : 1-703-506-3266 Janey Howitt	N	0
4	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
5	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
6	Career Builders.com 200 North LaSalle Street Chicago, Illinois 60601 Phone : 773-527-1164 Url : http://www.careerbuilders.com Email : jennifer.grasz@careerbuilders.com Fax : 1-773-353-2452 Jennifer Grasz	N	2

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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	Career Development Center-NC State Campus Box 7303 Pullen Hall, 2nd Floor Raleigh, North Carolina 27610 Phone : 919-515-2396 Email : woody_catoe@ncsu.edu 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	1
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	1
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	Craven Community College 800 College Court Human Resources New Bern, North Carolina 28562 Phone : 252-638-7375 Email : whitfords@cravenc.edu Susan Whitford	N	0
12	Employee Referral	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
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	4
16	Intracompany Transfer	N	3
17	Job Fair	N	2
18	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
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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	74
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Pitt Community College P.O. Drawer 7007 Greenville, North Carolina 27835 Phone : 252-493-7245 Email : careerservices@email.pittcc.edu Arwen Parris	N	0
23	Re-hire	N	2
24	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	5
25	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
26	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
27	Western Carolina University 233 Stillwell Building Cullowhee, North Carolina 28723 Phone : 8282272730 Email : kspasovska@email.wcu.edu Katerina Spasovska	N	0
28	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:			117

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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	8/1/2018	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 operations, including news, marketing, production, sports, weather and sales. The Station hosted 10 interns from ECU during the Fall, Winter and Spring semesters. The Station also hosted 1 intern from Pitt Community College during the Summer semester	2	News Director Marketing Director
2	11/30/2018	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 State Broadcasters Association and American Women in Radio and Television, media/trade organizations - with a broad-based membership, including the participation of women and minorities.	1	Marketing Manager
3	2/9/2019	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 as, resumes, reels, self-presentation etc. Station personnel were able to meet with students to discuss vacancies at the Station and in the broadcasting industry.	5	News Director Senior Photographer Anchor Digital Journalist
4	2/23/2019	Participation in events or programs sponsored by educational institutions	The Station participated in the NC Science Olympiad which was hosted by ECU. Station personnel participated in a skills building event and a question and answer session and discussed vacancies at the station and in the broadcast industry.	1	Chief Meteorologist
5	2/28/2019	Co Sponsoring Job Fair	The Station Co-sponsored the ECU School of Communication 2019 career and Internship fair. Station personnel participated in a panel discussion about opportunities 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	6	News Director Marketing Manager Local Sales Manager Anchor

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6	3/22/2019	Participation in Job Fairs	Station personnel participated at Pitt Community College National Career and Technical Education Letter of Intent Signing Day. Station personnel were able to meet with students to discuss their practical applications in the broadcasting industry.	3	News Director Chief Engineer Station Engineer
7	4/10/2019	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 this reporting term, there were 2 participants.	2	Program Director Sales Assistant