

**WRBL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 - November 30, 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-Sales	1-7, 9-10, 12-13, 15-16, 20-28, 31-32	16
Digital MMJ - Americus	1-17, 20-28, 31-32	11
General Sales Manager III	1-4, 6-7, 9-13, 15-16, 18, 20-28, 31-32	18
Local Sales Manager	1-4, 6-7, 9-10, 12-13, 15-16, 18, 20-28, 31-32	18
Broadcast Engineer	1-7, 9-13, 15-16, 20-21, 23-32	11
IT / Maintenance Engineer I	1-4, 6-7, 9-10, 12-13, 15-16, 19-21, 23, 25-28, 31-32	16
WE Anchor -MMJ	1-7, 9-10, 12-16, 20-28, 31-32	22
Digital MMJ	1-3, 7, 9-10, 12-13, 15-16, 20-27, 32	27
Digital MMJ	1-3, 7, 9-10, 12-13, 15-16, 20-27, 32	22
Digital MMJ	1-3, 6-7, 9-10, 12-13, 15-16, 20-28, 31- 32	27

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alabama Broadcasting 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="https://www.al-ba.com">https://www.al-ba.com</a> Email : <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a> Fax : 1-800-211-5189 L Rice	N	0
2	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : <a href="http://www.alasu.edu/">http://www.alasu.edu/</a> Email : <a href="mailto:dokeowo@alasu.edu">dokeowo@alasu.edu</a> Dr. David Okeowo	N	0
3	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : <a href="http://www.alasu.edu/">http://www.alasu.edu/</a> Email : <a href="mailto:careerservices@alasu.edu">careerservices@alasu.edu</a> Jeremy Hodge	N	0
4	Art Inst of Atlanta 6600 Peachtree Dunwoody Rd 100 Embassy Row Atlanta, Georgia 30328-1649 Phone : 512-657-9526 Url : <a href="http://new.artinstitutes.edu/atlanta">http://new.artinstitutes.edu/atlanta</a> Amy Lee Manual Posting	N	0
5	Asian American Journalist 575 Market Street San Francisco, California 94105 Phone : 415-346-2051 Url : <a href="https://www.aaaja.org">https://www.aaaja.org</a> Email : <a href="mailto:national@aaaja.org">national@aaaja.org</a> Fax : 1-415-346-6343 Patricia Villon	N	0

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6	Association of Women in Communications 1717 E Republic Rd Suite A Springfield, Missouri 65804 Phone : 417-886-8606 Url : <a href="http://www.womcom.org">http://www.womcom.org</a> Email : <a href="mailto:members@womcom.org">members@womcom.org</a> Fax : 1-417-886-3685 Kandice Matteson	N	0
7	Broadcast Employment Svcs-TVJobs Po Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.tvb.org">http://www.tvjobs.tvb.org</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
8	CareerBuilder.com	N	1
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
10	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-7512 Url : <a href="http://www.columbustech.edu">http://www.columbustech.edu</a> Email : <a href="mailto:careerconnections@columbustech.edu">careerconnections@columbustech.edu</a> Elaine Chester	N	0
11	Employee Referral	N	4
12	Georgia Assoc of Broadcasters 6 W. Druid Hills Drive Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Url : <a href="https://gab.org">https://gab.org</a> Email : <a href="mailto:mlewis@gab.org">mlewis@gab.org</a> Fax : 1-770-395-7235 McKenzie Lewis	N	0

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13	Georgia Dept of Labor 700 Veterans Pkwy Columbus, Georgia 31901 Phone : 706-649-7423 Url : <a href="http://www.dol.georgia.gov">www.dol.georgia.gov</a> employer/recruitment service job-order request Manual Posting	N	0
14	Handshake---All Colleges & Universities 225 Bush Street San Francisco, California 94104 Url : <a href="http://joinhandshake.com">http://joinhandshake.com</a> Priti Khare Manual Posting	N	0
15	Hispanic Alliance for Career Enhancement 29 E Madison Chicago, Illinois 60602 Phone : 312-435-0498 Url : <a href="http://www.haceonline.org">http://www.haceonline.org</a> Email : <a href="mailto:leticia@haceonline.org">leticia@haceonline.org</a> Fax : 1-312-454-7448 Leticia ( <a href="mailto:leticia@haceonline.org">leticia@haceonline.org</a> ) Alcantara	N	0
16	Indeed.com 7501 N Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Url : <a href="http://www.indeed.com">www.indeed.com</a> pw: recruiter1 user: <a href="mailto:vholmes@wrbl.com">vholmes@wrbl.com</a> Manual Posting	N	10
17	Indeed.com	N	1
18	Internal Promotion	N	2
19	Job/Bulletin Board	N	1
20	Latin American Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone : 404-248-2214 Url : <a href="http://TheLAA.org">http://TheLAA.org</a> Email : <a href="mailto:employmentservices@thelaa.org">employmentservices@thelaa.org</a> Fax : 1-404-638-1800 Harina Bitow	N	0

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21	League of United Latin American Citizens - HireLatino.org 1133 19th Street NW Suite 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Url : <a href="http://www.hirelatino.org">http://www.hirelatino.org</a> Maritza Bosques Manual Posting	N	0
22	Linkedin 62228 Collections Center Drive Chicago, Illinois 60693-0622 Phone : 212-615-9373 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Elizabeth Lattanza Manual Posting	N	12
23	Local Station Website 1350 13th Avenue Columbus, Georgia 31901 Phone : 706-225-0680 Url : <a href="http://www.wrbl.com">http://www.wrbl.com</a> Victoria Holmes Manual Posting	N	1
24	NAACP 100 Edgewood Ave Suite 1080 Atlanta, Georgia 30303 Phone : 404-524-0580 Url : <a href="http://www.naacpatlanta.org">http://www.naacpatlanta.org</a> Email : <a href="mailto:info@naacpatlanta.org">info@naacpatlanta.org</a> Richard Rose	N	0
25	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="https://www.nhmc.org">https://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Fax : 1-626-792-6051 Jessica Gonzalez	N	0

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26	Native American Journalist Assoc 395 W Lindsey St. Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Url : <a href="http://www.naja.com">http://www.naja.com</a> Email : <a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a> Fax : 1-405-325-6945 Rebecca Landsberry	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
28	Society of Cable Telecommunications Engineers 140 Philips Rd Exton, Pennsylvania 19341-1318 Phone : 610-594-7335 Url : <a href="http://scte-jobs.careerwebsite.com">http://scte-jobs.careerwebsite.com</a> Email : <a href="mailto:info@scte.org">info@scte.org</a> Fax : 1-610-363-5898 Ginny Howard	N	0
29	Troy State Univ 104 Eldridge Hall Troy, Alabama 36082 Phone : 334-670-3217 Url : <a href="http://www.troy.edu/careerservices">http://www.troy.edu/careerservices</a> Laurne Cole Manual Posting	N	0
30	Univ of Alabama Po Box 870293 Tuscaloosa, Alabama 35487 Phone : 205-348-4354 Url : <a href="http://www.ua.edu">http://www.ua.edu</a> A Fann Manual Posting	N	0
31	US Dept of Veterans - Career Ctr 2601 Cross Country Dr Cond# B-2 Suite 900 Columbus, Georgia 31906 Phone : 706-596-7170 Url : <a href="https://www.vets.gov/employment">https://www.vets.gov/employment</a> Fax : 1-706-568-7630 Career Center Toll Free Line 877-927-8387	N	0

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32	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/5/2020	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker and gave a presentation to the media students at the Auburn University about job qualifications and career opportunities at the station and within the broadcast industry.	2	News Director Asst News Director
2	2/13/2020	Participation in Job Fairs	The Station participated in the Georgia Association of Broadcasters / University of Georgia Journalism and Mass Communications Career Day Job Fair. Station personnel were able to meet with the students and discuss vacancies at the Station and in the broadcast industry.	1	News Director
3	3/4/2020	Participation in Job Fairs	The Station participated at the University of West Georgia Media Day Job Fair. Station personnel were able to meet with the students and discuss vacancies at the Station and in the broadcast industry.	3	News Director News Anchor News Anchor
4	3/16/2020	Participation in events or programs sponsored by educational institutions	The Station has an established Job Shadow program. The Station hosted (4) students from Florida State University and (5) students from the University of Georgia during the Winter Semester December 2019 and one student from Springwood High School and (2) students from University of Georgia in the Spring Semester 2020.,	4	News Director Asst News Director Digital Producer Chief Meteorologist

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5	7/31/2020	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of operations, including news, production, sports, weather, sales and promotions.</p> <p>The Station hosted two (2) Intern from the Columbus State University and one (1) University of Georgia during the Winter Semester 2019; two (2) Intern from Auburn University and six (6) Interns from the Columbus State University during the Spring Semester 2020; four (4) Interns from Columbus State University, two (2) Interns from Auburn University and two (2) Interns from University of Alabama and two (2) from the University of Georgia and two (2) from University of West Georgia and two (2) from Troy University and one from University of North Carolina Chapel Hill for the Virtual Summer Semester 2020.</p>	4	<p>News Director  Asst News Director  Chief Meteorologist  Creative Services</p>