

WHDF, WHNT
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer, Executive	1, 3, 8-9, 11-12, 16-22, 26, 31-35, 38, 41-42, 45	16
Account Executive	1, 3, 8-12, 14, 16-23, 26, 31-32, 34-35, 38, 41-42, 44-45	16
Account Executive	1, 3, 8-12, 14, 16-23, 26, 31-32, 34-35, 38, 41-42, 44-45	16
Asst, National Sales	1, 3, 8-12, 17-22, 26, 29, 31-32, 34-35, 38, 41-42, 45	29
Account Executive	1-2, 4-8, 10-11, 16, 18-23, 25-27, 30-32, 36, 38-45	16
Reporter Multi-Media	2, 5-6, 8, 11, 18-26, 30-32, 36, 38, 40-42, 44-45	44
Creative Producer	2, 5-6, 8, 10-11, 13-14, 16, 18-23, 26, 30-32, 36, 38, 40-42, 44-45	14
Creative Producer	2, 5-6, 8, 10-11, 13-14, 16, 18-23, 26, 30-32, 36, 38, 40-42, 44-45	16
Photographer	1-2, 4-8, 10-11, 13-14, 18-23, 25, 29-32, 38-42, 44-45	29
Multimedia Journalist	1-2, 4-8, 10-11, 13, 16-23, 25, 27, 30-32, 36, 38-45	1
Creative Producer	1-2, 4-8, 10, 13, 16, 18-23, 25, 27, 30-32, 36, 38-45	16
Producer	1-2, 4-8, 13, 15-16, 20-23, 25, 27-28, 30-32, 36-40, 42-44	16
Producer	1-2, 4-8, 13-14, 18-23, 25, 27, 30-32, 36, 38-40, 42-45	14
Technical Director	1-2, 4-8, 13, 15, 18-23, 25, 27, 30-32, 36, 38-40, 42-45	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	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 2059825001 Url : http://al-ba.com/wp2/post-job-openings-2/ Email : lrice@al-ba.com Lesa Rice	N	1
2	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 3342294156 Url : https://www.alasu.edu Jeremy Hodge Manual Posting	N	0
3	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
4	Athens State Univ Sandridge Student Center 300 N Beaty Street Athens, Alabama 35611 Phone : 256-233-8100 Url : http://www.athens.edu Michael Radden Manual Posting	N	0
5	Auburn University Auburn University Auburn, Alabama 36849 Phone : 334-844-4744 Url : https://www.auburn.edu Addye Buckley-Burnell Manual Posting	N	0
6	Auburn University at Montgomery 7430 East Drive Montgomery, Alabama 36117 Phone : 334-244-3500 Url : http://www.aum.edu Brad Robbins Manual Posting	N	0

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7	Birmingham-Southern College 900 Arkadelphia Road west Birmingham, Alabama 35254 Phone : 800-523-5793 Url : https://www.bsc.edu/ Katy Smith Manual Posting	N	0
8	Calhoun Comm Coll 6520 US Hwy 31 N Tanner, Alabama 35671 Phone : 256-306-2500 Url : http://www.calhoun.edu Email : careerservices@calhoun.edu Fax : 1-256-260-2447 Kelli Morris	N	0
9	Disability Staffing Services, Inc. 1100 Washington Street Huntsville, Alabama 35801 Phone : 8665486468 Fax : 1-877-335-3990 Email : support@getdss.net Attn: Renee Scruggs Due to DSS' internal rebranding campaign (including email and location changes) the 2019 - 2020 distributions were discontinued but recently restored.	Y	0
10	Employee Referral	N	10
11	Huntsville Educational TV 606 Forrest Circle Huntsville, Alabama 35811 Phone : 256-428-7860 Url : http://www.hsv.k12.al.us/dept/etv/cont.html Email : Keith.Ward@hsv-k12.org Fax : 1-256-428-7861 Keith Ward	N	0
12	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	2
13	Indeed.com	N	19
14	Internal Promotion	N	5
15	Job/Bulletin Board	N	4
16	Linked In	N	16

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17	NAACP P.O. Box 6452 Macon, Georgia 31208 Phone : 478.745.9944 Email : info@naacpga.org Career Service	N	0
18	NAACP 1315 Milam Street Shreveport, Louisiana 71101 Phone : 318-828-1905 Email : thompson1856@yahoo.com Lloyd Thompson	N	0
19	NAACP - New Orleans Branch 2474 Canal St. Ste. 308 New Orleans, Louisiana 70119 Phone : 504-821-3221 Email : dkingstr@aol.com Fax : 1-504-821-3221 Antionette Mallet	N	0
20	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	NE AL Community College PO Box 159 Rainsville, Alabama 35896 Phone : 2566384418 Email : whittens@nacc.edu Sherry Whitten	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush 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
24	Nexstar's Facebook Page	N	1
25	Northwestern State University 175 Sam Sibley Dr. Natchitoches, Louisiana 71457 Phone : 318-357-6011 Url : https://www.nsula.edu Karen Loach Manual Posting	N	0
26	NW Shoals Community College 800 George Wallace Blvd Muscle Shoals, Alabama 35661 Phone : 256-331-5207 Url : http://www.nwscc.edu Email : moates@nwscc.edu Fax : 1-256-331-5322 Marchia Oates	N	0
27	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : vewright@oakwood.edu Fax : 1-256-726-7139 Verniece Wright	N	0
28	Professional/Industry Trade Organization	N	1
29	Re-hire	N	2
30	Spring Hill College 4000 Dauphin St. Mobile, Alabama 36608 Phone : 251-380-4000 Url : https://www.shc.edu Nicole Larriviere Manual Posting	N	0
31	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Url : http://www.stillman.edu Email : jcurrie@stillman.edu Fax : 1-800-841-5722 Jacqueline Currie	N	0

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32	Talladega College 627 West Battle St. Talladega, Alabama 35160 Phone : 256-362-0206 Url : http://www.talladego.edu Email : brhoden@talladega.edu Fax : 1-256-761-6450 Brenda Rhoden	N	0
33	Trade Website	N	1
34	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
35	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	3
36	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-670-3217 Url : http://www.troy.edu/careerservices/ Sandra Hatfield-Sauls Manual Posting	N	0
37	Tuskegee University Career Development and Placement Services Center Carnegie Hall 3rd Floor Tuskegee, Alabama 36088 Phone : 334-727-8146 Url : http://www.tuskegee.edu/ Fax : 1-334-727-8258 Sarah Stringer	N	0
38	Univ of Al - Huntsville Office of Career Development Madison Hall, Ste 111 Huntsville, Alabama 35899 Phone : 256-824-6741 Url : https://www.uah.edu/career-services Christopher Smith Manual Posting	N	0

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39	University of Alabama 330 Ferguson Center 751 Campus Drive Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Schernavia Hall Manual Posting	N	0
40	University of Alabama at Birmingham 1720 University Blvd Birmingham, Alabama 35294 Phone : 205-934-5321 Url : https://www.uab.edu/students/cpd/ Krystal Aaron Manual Posting	N	0
41	University of Memphis 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2843 Url : http://www.memphis.edu Email : commdept@memphis.edu Fax : 1-901-678-3607 Curt Guenther	N	0
42	University of Montevallo Station 6001 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu Email : jyoung3@montevallo.edu Fax : 1-205-665-6255 Jah'zmin Young	N	0
43	University of South Alabama 307 N. University Blvd. Meisler Hall Ste 2500 Mobile, Alabama 36608 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Debbie Tolle Manual Posting	N	0
44	WHNT TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 2565331919 Email : regina.tom@whnt.com Regina Tom	N	4

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45	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:			69

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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	2/19/2020	Participation in Job Fairs	The Station participated in a Media Day Event hosted by The University of Montevallo. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcast industry.	1	Digital Content Producer
2	2/24/2020	Participation in events or programs sponsored by educational institutions	The Station personnel participated at the Oakwood University at the Communication Career Conference. The Workshop's goal was to expose students to opportunities in media and broadcasting.	2	Anchor Anchor
3	8/19/2020	Participation in events sponsored by community groups	The Station participated in a two day seminar Leadership Event where they connected with other participants to identify the best and the brightest for recruiting purposes. And to connect the community to careers in broadcasting as well as create a foundation for open dialogue with their peers.	2	Digital Sales Manager Digital Sales Coordinator
4	11/19/2020	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.	12	General Manager News Director Sales Director Promotions Director