

**WNCN-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" ("MRSL") for recruitment source data

| Job Title                       | Recruitment Sources ("RS")<br>Used to Fill Vacancy     | RS Referring<br>Hiree |
|---------------------------------|--|-----------------------|
| Newscast Director               | 1-2, 4, 6-7, 14, 16-18, 20-21, 23, 25-29, 31, 33-35    | 34                    |
| Coordinator, Research           | 1-2, 4, 6-7, 14, 16-18, 20-21, 23, 25-29, 31, 33-35    | 34                    |
| Reporter, News Anchor           | 1-2, 4, 6-7, 14, 16-18, 20-21, 23-29, 31, 33, 35       | 31                    |
| Reporter/MMJ 001                | 1-2, 4, 6-7, 14, 16-18, 20-21, 23-29, 31, 33-35        | 24                    |
| Reporter, News Anchor           | 1-2, 4, 6-7, 14, 16-18, 20-21, 23-29, 31, 33-35        | 24                    |
| Account Executive 022           | 1-2, 4-6, 8, 14, 16, 19, 21-23, 30-34                  | 34                    |
| Producer, Commercial            | 1-2, 4, 6, 14, 16, 21-22, 25, 28, 31, 33-35            | 34                    |
| Chief Engineer                  | 1-2, 4, 6, 13-14, 16, 19, 21-22, 25, 28, 31, 33-35     | 13                    |
| Account Executive 022           | 1-2, 4, 6, 11, 14, 16, 19, 21-22, 25, 28, 31, 33-35    | 21                    |
| Sales Assistant                 | 1-2, 4, 6, 11, 14, 16, 19, 21-22, 24-25, 28, 31, 33-35 | 11                    |
| IT Support Engineer 413         | 1-2, 6, 8, 11, 14, 16, 19, 21-22, 25, 28, 31, 33-35    | 11                    |
| Meteorologist/Traffic Reporter  | 1-2, 6, 8-9, 14, 16, 19, 21-22, 24-25, 28, 31, 33-35   | 21                    |
| Investigative Reporter          | 1-2, 6, 8, 14, 16, 19, 21-22, 24-25, 28, 31, 33-35     | 31                    |
| Producer                        | 1-4, 6, 8, 14, 16, 19, 21-22, 24-25, 28, 31, 33-35     | 24                    |
| Digital Content Producer 000421 | 1-4, 6, 8, 11, 14, 16, 19, 21-22, 25, 28, 31, 33-35    | 21                    |
| Digital Content Producer 000421 | 1-2, 4-6, 8, 11, 14, 16, 19, 21-23, 28, 30-34          | 11                    |
| Photographer, News              | 1-4, 6, 8, 14, 16, 19, 21-22, 25, 28, 31, 33-35        | 34                    |
| Broadcast Engineer              | 1-2, 6, 8, 10-11, 14-16, 19, 21-22, 28, 31, 33-35      | 15                    |

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|--|--|-----------------------|
| IT Support Engineer 413                | 1-3, 6, 8, 10-11, 14-16, 19, 21-22, 28,<br>31, 33-35 | 11                    |
| Reporter, Bureau MultiMedia Journalist | 1-2, 6, 8-9, 14, 16, 19, 21-22, 31, 33-35            | 21                    |
| Digital Account Executive              | 1-3, 6, 8, 14, 16, 19, 21-22, 31, 33-35              | 34                    |
| Coordinator, Research                  | 1-3, 6, 8, 11, 14, 16, 19, 21-22, 31, 33-<br>35      | 34                    |
| Sports Anchor/Reporter                 | 1-3, 6, 8, 12, 14, 16, 19, 21-22, 24, 31,<br>33-35   | 21                    |

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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                | 602 Communications<br>4349 E Colter Street<br>Phoenix, Arizona 85018<br>Phone : 602-954-8373<br>Email : slizik@602communications.com<br>Sandy Lizik   | N  | 0   |
| 2                | American Women in Radio and TV<br>1760 Old Meadow Rd Suite 500<br>McLean, Virginia 22102<br>Url : www.awrt.org<br>Email : info@awrt.org<br>Janet Howitt   | N  | 0   |
| 3                | Career Builder<br>200 N LaSalle Street Suite 1100<br>Chicago, Illinois 60601<br>Phone : 800-891-8880<br>Url : http://www.careerbuilder.com<br>Email : theresa.leger@careerbuilder.com<br>Theresa Legler | N  | 0   |
| 4                | Career Center - East Carolina University<br>701 East Fifth Street<br>Greenville, North Carolina 27858<br>Phone : 1-252-328-6050<br>Url : http://career.ecu.edu<br>Adam Denney<br>Manual Posting         | N  | 0   |
| 5                | Career Center - St. Augustines College<br>1315 Oakwood Ave<br>Raleigh, North Carolina 27610<br>Phone : 919-516-5082<br>Url : http://www.handshake.com<br>Cindy Love<br>Manual Posting                   | N  | 0   |
| 6                | Central Carolina Community College<br>1105 Kelly Drive<br>Sanford, North Carolina 27330<br>Phone : 919-718-7396<br>Url : http://www.cccc.edu<br>Email : mparker@cccc.edu<br>Mary Parker                 | N  | 0   |

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|------------------|---|--|---|
| 7                | College Foundation of NC Resources Center<br>PO Box 26170<br>Greensboro, North Carolina 27402<br>Phone : 866-866-2362<br>Url : <a href="http://www.cfnc.net">http://www.cfnc.net</a><br>Job Posting<br>Manual Posting   | N  | 0   |
| 8                | Eastern New Mexico University<br>ENMU Station 34<br>Portales, New Mexico 88130<br>Phone : 575-562-2211<br>Url : <a href="http://www.enmu.edu">http://www.enmu.edu</a><br>Email : <a href="mailto:madison.bishop@enmu.edu">madison.bishop@enmu.edu</a><br>Madison Bishop           | N  | 0   |
| 9                | Employee Referral   | N  | 3   |
| 10               | GlassDoor   | N  | 2   |
| 11               | Indeed.com  | N  | 18  |
| 12               | Internal Promotion  | N  | 1   |
| 13               | Intracompany Transfer   | N  | 1   |
| 14               | Journalismjobs.com<br>72 Plaza Drive 2nd Floor<br>Berkeley, California 94705<br>Phone : 510-653-1521<br>Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a><br>Email : <a href="mailto:dan@journalismjobs.com">dan@journalismjobs.com</a><br>Dan Rohn | N  | 0   |
| 15               | Linked In   | N  | 2   |
| 16               | Media Line<br>Box 51909<br>Pacific Grove, California 93950<br>Phone : 800-237-8073<br>Url : <a href="http://www.medialine.com">http://www.medialine.com</a><br>Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a><br>Mark Shilstone                     | N  | 0   |

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|------------------|--|--|---|
| 17               | Media Recruiter<br>167 Oakdale Road<br>Johnson City, New York 13790<br>Phone : 303-400-5150<br>Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a><br>Art Scott<br>Manual Posting  | N  | 0   |
| 18               | Mediabistro.com<br>475 Park Avenue South 4th Floor<br>New York, New York 10016<br>Phone : 212-547-7893<br>Url : <a href="http://www.mediabistro.com">http://www.mediabistro.com</a><br>Job Posting<br>Manual Posting   | N  | 0   |
| 19               | National Association of Black Journalists<br>1100 Knight Hall Suite 3100<br>College Park, Maryland 20742<br>Phone : 301-405-0719<br>Url : <a href="http://www.nabj.org/">http://www.nabj.org/</a><br>Email : <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a><br>Jenae' Bryant | N  | 0   |
| 20               | National Association of Hispanic Journalism<br>1000 National Press 529 14th Street NW<br>Washington, District of Columbia 20045<br>Phone : 888-975-1386<br>Url : <a href="http://www.nahj.org">http://www.nahj.org</a><br>Leticia Salazar<br>Manual Posting                                  | N  | 0   |
| 21               | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting  | N  | 23  |
| 22               | North Carolina Broadcasters Association<br>PO Box 627<br>Raleigh, North Carolina 27602<br>Phone : 919-821-7300<br>Url : <a href="http://www.ncbroadcast.com">http://www.ncbroadcast.com</a><br>Email : <a href="mailto:info@ncbroadcast.com">info@ncbroadcast.com</a><br>Gail Summerville    | N  | 0   |

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|------------------|---|--|---|
| 23               | North Carolina Employment Security Commission<br>3351 Carl Sandburg Court<br>Raleigh, North Carolina 27610<br>Phone : 919-212-3849<br>Url : <a href="http://www.ncesc1.com">http://www.ncesc1.com</a><br>Email : <a href="mailto:walter.stead@ncmail.net">walter.stead@ncmail.net</a><br>Walter Stead | N  | 0   |
| 24               | Professional/Industry Trade Organization  | N  | 19  |
| 25               | Rice University<br>6100 Main<br>Houston, Texas<br>Phone : 713-348-4055<br>Url : <a href="http://www.rice.edu">http://www.rice.edu</a><br>Email : <a href="mailto:ccd@rice.edu">ccd@rice.edu</a><br>Jessica Fleenor  | N  | 0   |
| 26               | Spot n Dots<br>1635 Old Highway 41 NW Suite 112-338<br>Kennesaw, Georgia 30152<br>Url : <a href="http://www.spotsndots.com/">http://www.spotsndots.com/</a><br>Gene McKay<br>Manual Posting   | N  | 0   |
| 27               | STG International<br>99 Canal Center Plaza Suite 500<br>Alexandria, Virginia 22314<br>Phone : 703-578-6030<br>Url : <a href="http://www.stginternational.com">http://www.stginternational.com</a><br>Joselyn Gamble<br>Manual Posting   | N  | 0   |
| 28               | Talent Dynamics<br>8828 Simmons Suite 510<br>Dallas, Texas 72547<br>Phone : 214-640-3180<br>Url : <a href="http://www.talentedynamics.com">http://www.talentedynamics.com</a><br>Email : <a href="mailto:pumphrey@talentedynamics.com">pumphrey@talentedynamics.com</a><br>Julie Pumphrey             | N  | 0   |
| 29               | TV Jobs<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Job Posting<br>Manual Posting   | N  | 0   |

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|------------------|---|--|---|
| 30               | University Career Services - NC State<br>2100 Pullen Hall Campus Box 7303<br>Raleigh, North Carolina 27695<br>Phone : 919-513-1370<br>Url : <a href="http://www.ncsu.edu/students/career-services">http://www.ncsu.edu/students/career-services</a><br>Kelly Laraway<br>Manual Posting  | N  | 0   |
| 31               | University Career Services - UNC-CH<br>CB5140 Hanes Hall<br>Chapel Hill, North Carolina 27599<br>Phone : 919-962-6507<br>Url : <a href="http://www.careers.unc.edu">http://www.careers.unc.edu</a><br>Email : <a href="mailto:tlholt@email.unc.edu">tlholt@email.unc.edu</a><br>Teresa Holt   | N  | 2   |
| 32               | University of North Carolina at Pembroke<br>Po Box 1510<br>Pembroke, North Carolina 28372<br>Phone : 919-521-6766<br>Url : <a href="http://www.uncp.edu">http://www.uncp.edu</a><br>April Whittmore Loclear<br>Manual Posting   | N  | 0   |
| 33               | Wake Technical Community College<br>9101 Fayetteville Rd<br>Raleigh, North Carolina 27603<br>Phone : 919-866-5424<br>Url : <a href="http://www.waketech.edu">http://www.waketech.edu</a><br>Email : <a href="mailto:lcbethea@waketech.edu">lcbethea@waketech.edu</a><br>Laura Bethea  | N  | 0   |
| 34               | WNCN Website<br>1205 Front Street<br>Raleigh, North Carolina 27609<br>Phone : 919-835-6217<br>Url : <a href="http://www.wncn.com">http://www.wncn.com</a><br>Wendy Thomas Wilder<br>Manual Posting  | N  | 37  |
| 35               | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N  | 0   |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b> | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|-----------------------|--|---|
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |                       |  | <b>108</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 | 8/14/2018   | Provision of training to management  | The Station participated in Training of management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination administered by Christine Reilly   | 6                                   | GM<br>Director of Operations<br>Director of Creative Services<br>Director of News |
| 2 | 9/25/2018   | 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, production, sports, and weather.<br>The Station hosted one (1) intern during Fall 18 from Fayetteville State, one (1) intern during Spring 19 from Central Carolina Community College, six during the Summer 19 , (1) from Peace College, (1) from East Carolina College, (1) from Hope College and (3) from NC State College. | 5                                   | Director of Operations<br>Investigative Reporter<br>Reporter<br>Weather           |
| 3 | 10/10/2018  | Participation in events or programs sponsored by educational institutions      | SEU personnel participates in seminars at the University of North Carolina/ Chapel Hill, Meet the Pros for students interested in pursuing careers in the broadcast. Spoke about with students about careers in broadcast and opportunities at the station.  | 2                                   | News Director<br>Assistant News Director  |
| 4 | 10/30/2018  | Participation in events or programs sponsored by educational institutions      | Station personnel participated and presented at New Student Orientation for the University of North Carolina /Chapel Hill School of Media Journalism   | 1                                   | News Producer   |
| 5 | 11/6/2018   | Participation in events or programs sponsored by educational institutions      | The Station personnel participated and spoke to East Carolina University Journalism class about Branding, Accountability, Interning and Career search after graduating.  | 1                                   | Reporter  |
| 6 | 11/7/2018   | Participation in events or programs sponsored by educational institutions      | The Station personnel participated in St Augustine University career event in Sports Management.   | 1                                   | Sports Anchor   |
| 7 | 2/20/2019   | Participation in events or programs sponsored by educational institutions      | Station personnel attended East Carolina University 3rd Annual Career Fair Boot Camp<br>Panel Discussions, Breakout Sessions, and Networking for 20+ graduating seniors from PR and Journalism.  | 2                                   | Executive Producer<br>Hr/Business Administrator                                   |

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|---|-------------|---|--|-------------------------------------|---|
| 8 | 5/3/2019    | Participation in events or programs sponsored by educational institutions | Station personnel participated in NABJ sponsored Career Day for Communication Majors at Saint Augustines University. | 6                                   | Executive Producer<br>Video Editor<br>Sports Anchor<br>Digital Media AE |