

WNCN-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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
Photojournalist/Editor	2	2
Lead Producer/co-host	8	8
Account Executive 022	1, 3-4, 6-7, 11, 13-17, 19-25	16
Anchor AM- NCN-000441	1, 3-4, 6-7, 11, 13-15, 17, 19-25	15
Photojournalist 405	1, 3-4, 6-8, 11, 13-15, 17, 19-25	8
Reporter/MMJ 001	1, 3-4, 6-7, 11, 13-17, 19-25	16
Assistant News Director	1, 3-4, 6-7, 11, 13-17, 19-25	16
Account Executive 022	1, 6-7, 11, 13-17, 21, 23-25	16
Sales Coordinator	1, 6-7, 11-15, 17, 21, 23, 25	12
Sales Coordinator	1, 3-4, 6-8, 11-15, 17, 20-25	12
Photojournalist/Editor	15	15
Technician I	1, 6-7, 11, 13-15, 17, 21, 23, 25	15
Anchor - PM	1, 3-4, 6-7, 11, 13-17, 20-25	16
Producer	1, 3-4, 6-7, 11, 13-15, 17, 20-25	15
Technician I	1, 3-4, 6-8, 10-15, 17, 20-25	8
Producer	1, 3-4, 6-15, 17, 20-25	9
Producer	1, 3-4, 6-7, 11, 13-17, 20-25	16
National Sales Manager	1, 3-4, 6-9, 11-15, 17, 20-25	15
Sr. Motion Graphic Designer/Art Director	1, 3-4, 6-7, 9, 11-15, 17, 20-25	9
Meteorologist/Traffic Reporter	8, 15, 18	8
Broadcast IT Systems Engineer	1, 3-8, 11-15, 17, 20-25	8
Promotions Producer	1, 3-4, 6-7, 11-15, 17, 20-25	12
Account Executive	6-8, 11, 13-15, 17, 21, 23-25	24
Photojournalist	6-7, 11, 13-15, 17, 21, 23, 25	15
HR Business Administrator III	6-8, 11, 13-15, 17, 21, 23, 25	8
Reporter/MMJ	5-7, 10-15, 17, 21, 23, 25	5
Photojournalist	3-4, 6-7, 11, 13-15, 17, 20-25	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	Advertisement-Print	N	1
3	Career Center - East Carolina University 701 East Fifth Street Greenville, North Carolina 27858 Phone : 1-252-328-6050 Url : http://career.ecu.edu Adam Denney Manual Posting	N	0
4	Career Center - St. Augustines College 1315 Oakwood Ave Raleigh, North Carolina 27610 Phone : 919-516-5082 Url : http://www.handshake.com Email : tharleston@st-aug.edu DR. TRISH HARLESTON	N	0
5	CareerBuilder.com	N	2
6	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 919-718-7396 Url : http://www.cccc.edu Email : mparker@ccc.edu Mary Parker	N	0
7	Eastern New Mexico University ENMU Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Url : http://www.enmu.edu Email : madison.bishop@enmu.edu Madison Bishop	N	0
8	Indeed.com	N	18
9	Internal Promotion	N	3
10	Intracompany Transfer	N	5

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11	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : http://www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
12	Linked In	N	16
13	Media Line Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
14	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0719 Url : http://www.nabj.org/ Email : info@nabjcareers.org Jenae' Bryant	N	0
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
16	Nexstar's Facebook Page	N	8
17	North Carolina Broadcasters Association PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : http://www.ncbroadcast.com Email : info@ncbroadcast.com Gail Summerville	N	0
18	Professional/Industry Trade Organization	N	2

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19	Talent Dynamics 8828 Simmons Suite 510 Dallas, Texas 72547 Phone : 214-640-3180 Url : http://www.talentedynamics.com Email : pumphrey@talentedynamics.com Julie Pumphrey	N	0
20	University Career Services - NC State 2100 Pullen Hall Campus Box 7303 Raleigh, North Carolina 27695 Phone : 919-513-1370 Url : http://www.ncsu.edu/students/career-services Email : CAREER-DEVELOPMENT@NCSU.EDU Kelly Laraway	N	0
21	University Career Services - UNC-CH CB5140 Hanes Hall Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Url : http://www.careers.unc.edu Email : tlholt@email.unc.edu Teresa Holt	N	0
22	University of North Carolina at Pembroke Po Box 1510 Pembroke, North Carolina 28372 Phone : 919-521-6766 Url : http://www.uncp.edu April Whittmore Loclear Manual Posting	N	0
23	Wake Technical Community College 9101 Fayetteville Rd Raleigh, North Carolina 27603 Phone : 919-866-5424 Url : http://www.waketech.edu Email : lcbethea@waketech.edu Laura Bethea	N	0
24	WNCN Website 1205 Front Street Raleigh, North Carolina 27609 Phone : 919-835-6217 Url : http://www.wncn.com Wendy Thomas Wilder Manual Posting	N	4

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25	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:			85

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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	7/6/2021	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	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.	14	General Manager including all hiring managers