

WNCN-TV
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

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
Anchor/Reporter	4-12, 15, 17-19	18
Broadcast Engineer	3-12, 15, 17-19	3
Producer I, Digital	1-2, 4-12, 14-19	18
Producer/Co-Host "My Carolina"	1-12, 14-19	6
Executive Producer	1-2, 4-7, 9-12, 14-19	18
Sales Coordinator	1-5, 7-12, 14-19	11
Digital Content Editor	1-2, 4-12, 14-19	18
Photographer, News	1-2, 4-7, 9-12, 14-19	18
Account Executive II, Sales	1-2, 4-12, 14-19	8
COMMERCIAL PRODUCTION MANAGER III	1-2, 4-5, 7-12, 14-19	8
Newscast Producer	1-2, 4-5, 7, 9-12, 14-19	18
Reporter/MMJ 001	3, 5, 7-15, 17-19	3
Creative Services Director	5-12, 14-15, 17-19	18
Technician I, Operations	1-2, 4-12, 14-19	11
Sales, Digital Account Executive	1-2, 4-5, 7-12, 14-19	8
Reporter/MMJ 001	1-5, 7, 9-12, 14-19	3
Editor/Photojournalist	1-2, 4-5, 7, 9-12, 14-19	18
Editor/Photojournalist	1-2, 4-5, 7, 9-12, 14-19	18
Technician I, Operations	1-2, 4-12, 14-19	6
Account Executive II, Sales	1-2, 4-12, 14-19	8
Newscast Producer	1-2,4-5,7,9-12, 14-19	18
Digital Sales Coordinator	1-2, 4-5, 7-12, 14-19	8
Digital Sales Account Executive	1-2, 4-5, 7, 9-12, 14-19	18
Sports Anchor	1-2, 4-5, 7-12, 14-19	11

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIN. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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Editor/Photojournalist	1-2, 4-5, 7, 9-12, 14-19	18
Reporter/MMJ 001	1-2, 4-5, 7, 9-12, 14-19	18
Promotions Producer	1-2, 4-7, 9-12, 14-19	6
Reporter/MMJ 001	1-2, 4-5, 7, 9-12, 14-19	18
Photographer, News	1-2, 4-5, 7, 9-12, 14-19	18
IT Network Engineer	1-2, 4-5, 7-12, 14-19	8
Producer I, Digital	1-2, 4-12, 14-19	18
Sales Coordinator	1-2, 4-8, 10-12, 14-19	6
Editor/Photojournalist	1-2, 4-5, 7, 10-12, 14-19	18
Photographer, News	1-2, 4-5, 7, 10-12, 14-19	18
Assistant News Director	1-2, 4-5, 7, 10-12, 14-19	18
Lifestyle Show Producer	1-2, 4-7, 10-12, 14-19	6
Sales Coordinator	1-2,4-5,7-8, 10-12, 14-19	18
Weekend AM Meteorologist	1-2, 4-8, 10-12, 14-19	18
Newscast Producer	1-2, 4-8, 10-12, 14-19	11
Photographer, News	1-2,4-5,7, 10-12, 14-19	18
Producer I, Digital	1-2, 5-8, 10-12, 14-19	8
Reporter/MMJ 001	1-2, 5, 7-8, 10-12, 14-19	8
Newscast Producer	1-2, 5, 7-8, 10-12, 14-19	8
Producer I, Digital	1-2, 5-8, 10-12, 14-19	18
Sales Coordinator	1-2, 5-8, 10-12, 14-19	8
Director NCN-000421	1-2, 5-7, 10-12, 14-19	18
Producer/Co-Host "My Carolina"	1-2, 5-7, 10-12, 14-19	6
Director NCN-000387	1-2, 5-7, 11-12, 14-19	11
Editor/Photojournalist	1-2, 5, 7, 11-12, 14-19	18
Sales Coordinator	1-2, 5-8, 11-12, 14-19	11
Editor/Photojournalist	1-2, 5, 7, 11-12, 14-19	18

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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	Career Center - East Carolina University 701 East Fifth Street Greenville, North Carolina 27858 Phone: 1-252-328-6050 Uri : http://career.ecu.edu Adam Denney Manual Posting	N	0
2	Career Center - St. Augustines College 13 I 5 Oakwood Ave Raleigh, North Carolina 27610 Phone : 9 19-516-5082 Uri : http://www.handshake.com Email : tharleston@st-aug.edu DR. TRISH HARLESTON	N	0
3	CareerBuilder.com	N	6
4	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone: 919-718-7396 Uri : http://www.cccc.edu Email : mparker@cccc.edu Mary Parker	N	0
5	Eastern New Mexico University ENMU Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Uri: http://www.enmu.edu Email: madison.bishop@enmu.edu Madison Bishop	N	0
6	Indeed.com	N	50
7	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Uri: http://www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
8	Linked In	N	70

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9	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
10	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0719 Uri : http://www.nabj.org/ Email: info@nabjcareers.org Jenae' Bryant	N	0
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone: 972-764-6715 Terri Bush Manual Posting	N	22
12	North Carolina Broadcasters Association PO Box627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Uri: http://www.ncbroadcast.com Email : info@ncbroadcast.com Gail Summerville	N	0
13	Professional/Industry Trade Organization	N	4
14	University Career Services - NC State 2100 Pullen Hall Campus Box 7303 Raleigh, North Carolina 27695 Phone: 919-513-1370 Uri : http://www.ncsu.edu/students/career-services Email : CAREER-DEVELOPMENT@NCSU.EDU Kelly Laraway	N	0
15	University Career Services - UNC-CH CB5 1 40 Hanes Hall Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Uri : http://www.careers.unc.edu Email : tlholt@email.unc.edu Teresa Holt	N	0

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16	University of North Carolina at Pembroke Po Box 1510 Pembroke, North Carolina 28372 Phone: 919-521-6766 Uri : http://www.uncp.edu April Whittmore Loclear Manual Posting	N	0
17	Wake Technical Community College 9101 Fayetteville Rd Raleigh, North Carolina 27603 Phone : 919-866-5424 Uri : http://www.waketech.edu Email : lcbethea@waketech.edu Laura Bethea	N	0
18	WNCN Website 1205 Front Street Raleigh, North Carolina 27609 Phone : 919-835-6217 Uri: http://www.wncn.com Wendy Thomas Wilder Manual Posting	N	157
19	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Uri: http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			309

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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	6/1/2022	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 our operations, including news, production, sports and weather.</p> <p>The Station hosted seven (7) interns, from (1) Temple University, (1) Kutztown University, (1) UNC Chapel Hill, (1) University of Illinois, (1) East Carolina University, (1) Shaw University, (1) North Carolina Agricultural and Technical State University, during the 2022 Summer Semester.</p>	14	Executive Producers Producers MMJ Marketing Manager Lifestyle Host and Production Chief Photographer Meteorologist Manager Sports Manager
2	7/12/2022	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.	15	General Manager including all hiring managers