

**WNCN-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

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
Account Executive II, Sales	1-2, 4, 6, 8-16	9
Producer I, Digital Distribution	1-2, 4-6, 8-16	5
Newscast Producer	1-2, 4-7, 9-16	9
Director NCN-000387	1-2, 4-7, 9-16	5
Sr. Marketing Producer	1-2, 4-6, 9-16	9
General Sales Manager	1-2, 4, 6-16	15
Digital Content Manager	1-2, 4, 6-16	15
Newscast Producer	1-2, 4-16	15
Technician I, Operations	1-2, 4-16	5
Digital Solutions Strategist	1-2, 4-16	5
Local Sales Manager	1-2, 4, 6-16	7
Photographer, News	1-2, 4, 6-16	7
Assistant Chief Engineer	1-2, 4, 6-16	15
Photographer, News	1-2, 4, 6-16	7
Sales Account Executive	1-2, 4, 6-16	7
Reporter/MMJ Raleigh-Durham	1-2, 4, 6, 8-16	9
Sales Coordinator	1-2, 4, 6-16	9
Photographer	1-2, 4, 6, 8-16	9
MONDAY-FRIDAY AM/NOON METEOROLOGIST	1-2, 4, 6-16	15
Anchor/Reporter	1-2, 4, 6-16	15
Newscast Producer	1-2, 4, 6-16	7

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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DIGITAL CONTENT PRODUCER	1-2, 4, 6-16	7
Digital Sales Manager	1-4, 6-16	15
DIGITAL CONTENT PRODUCER	1-2, 4-6, 8-16	9
Sales Coordinator	1-4, 6-16	3
Sales Coordinator	1-2, 4, 6, 8-16	15
Account Executive 022	1-2, 4, 6, 8-16	9
DIGITAL DISTRIBUTION PRODUCER	1-2, 4-16	15
Reporter/MMJ	1-2, 4-16	15
Reporter/MMJ	1-2, 4-16	5
Chief Engineer	1-2, 4-16	15

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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	Career Center - East Carolina University 701 East Fifth Street Greenville, North Carolina 27858 Phone : 1-252-328-6050 Url : <a href="http://career.ecu.edu">http://career.ecu.edu</a> Adam Denney Manual Posting	N	0
2	Career Center - St. Augustines College 1315 Oakwood Ave Raleigh, North Carolina 27610 Phone : 919-516-5082 Url : <a href="http://www.handshake.com">http://www.handshake.com</a> Email : <a href="mailto:tharleston@st-aug.edu">tharleston@st-aug.edu</a> DR. TRISH HARLESTON	N	0
3	CareerBuilder.com	N	2
4	Eastern New Mexico University ENMU Station 34 Portales, New Mexico 88130 Phone : 575-562-2211 Url : <a href="http://www.enmu.edu">http://www.enmu.edu</a> Email : <a href="mailto:madison.bishop@enmu.edu">madison.bishop@enmu.edu</a> Madison Bishop	N	0
5	Indeed.com	N	20
6	Journalismjobs.com 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:dan@journalismjobs.com">dan@journalismjobs.com</a> Dan Rohn	N	0
7	Linked In	N	46
8	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0719 Url : <a href="http://www.nabj.org/">http://www.nabj.org/</a> Email : <a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a> Jenae' Bryant	N	0

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<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>
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	32
10	North Carolina Broadcasters Association PO Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : <a href="http://www.ncbroadcast.com">http://www.ncbroadcast.com</a> Email : <a href="mailto:info@ncbroadcast.com">info@ncbroadcast.com</a> Gail Summerville	N	0
11	University Career Services - NC State 2100 Pullen Hall Campus Box 7303 Raleigh, North Carolina 27695 Phone : 919-513-1370 Url : <a href="http://www.ncsu.edu/students/career-services">http://www.ncsu.edu/students/career-services</a> Email : <a href="mailto:CAREER-DEVELOPMENT@NCSU.EDU">CAREER-DEVELOPMENT@NCSU.EDU</a> Kelly Laraway	N	0
12	University Career Services - UNC-CH CB5140 Hanes Hall Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Url : <a href="http://www.careers.unc.edu">http://www.careers.unc.edu</a> Email : <a href="mailto:tlholt@email.unc.edu">tlholt@email.unc.edu</a> Teresa Holt	N	0
13	University of North Carolina at Pembroke Po Box 1510 Pembroke, North Carolina 28372 Phone : 919-521-6766 Url : <a href="http://www.uncp.edu">http://www.uncp.edu</a> April Whittmore Loclear Manual Posting	N	0
14	Wake Technical Community College 9101 Fayetteville Rd Raleigh, North Carolina 27603 Phone : 919-866-5424 Url : <a href="http://www.waketech.edu">http://www.waketech.edu</a> Email : <a href="mailto:lcbethea@waketech.edu">lcbethea@waketech.edu</a> Laura Bethea	N	0

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15	WNCN Website 1205 Front Street Raleigh, North Carolina 27609 Phone : 919-835-6217 Url : <a href="http://www.wncn.com">http://www.wncn.com</a> Wendy Thomas Wilder Manual Posting	N	32
16	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>132</b>

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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	6/7/2023	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 one (1) intern, from James Madison University during the 2023 Summer Semester.</p>	6	Executive Producers Marketing Manager Lifestyle Host Production
2	7/12/2023	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.	19	General Manager including all hiring managers