

WNCN-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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, News	1-2, 4, 6-7, 9, 12, 14-16, 18-20, 22, 24-28, 30, 32-34	9
Digital Sales Manager	1-2, 4, 6-7, 10, 12-16, 19-20, 22, 24-28, 30, 32-34	33
Photographer, Editor	1-2, 4, 6-7, 12, 14-16, 19-20, 22, 24-28, 30, 32-34	33
Digital Integrated Specialist	1-7, 9, 12, 14-16, 19-20, 22, 24-28, 30-34	33
Sr. Graphic Designer	1-2, 4, 6-7, 9, 12, 14-16, 18-20, 22-28, 30, 32, 34	23
Photographer, Editor	1-2, 4, 6-7, 12, 14-16, 19-20, 22, 24-28, 30, 32-34	33
Reporter/MMJ 001	1-4, 6-7, 12, 14-16, 18-20, 22, 24-28, 30, 32, 34	28
Digital Content Producer 000421	1-4, 6-7, 10-16, 19-20, 22, 24-28, 30, 32, 34	10
Digital Account Executive NCN-000414	1-9, 12, 14-16, 19-22, 24-30, 32-34	9
Reporter/MMJ 001	1-2, 4, 6-7, 12, 14-16, 18-20, 22, 24-28, 30, 32, 34	28
Creative Services Director	1-4, 6-9, 12, 14-16, 18-20, 22, 24-30, 32-34	20
Photographer, Editor	1-7, 12, 14-16, 18-22, 24-34	33
Photographer, News	1-8, 12, 14-16, 19-22, 24-34	33
HR/Business Administrator	1-3, 6-7, 9, 12-17, 19-20, 22, 24-28, 30, 32-34	13
Photographer, Editor	1-7, 12, 14-16, 18-20, 22, 24-28, 30-34	33

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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	American Women in Radio and TV 1760 Old Meadow Rd Suite 500 McLean, Virginia 22102 Url : www.awrt.org Email : info@awrt.org Janet Howitt	N	0
3	Career Builder 200 N LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 800-891-8880 Url : http://www.careerbuilder.com Email : theresa.leger@careerbuilder.com Theresa Legler	N	0
4	Career Center - East Carolina University 701 East Fifth Street Greenville, North Carolina 27858 Fax : 1-252-328-6425 Meredith Clinard	N	0
5	Career Center - St. Augustines College 1315 Oakwood Ave Raleigh, North Carolina 27610 Phone : 919-516-5082 Url : http://www.st-aug.edu/career-services.html Email : NRELewis@st-aug.edu Nichole Lewis	N	0
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

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7	College Foundation of NC Resources Center PO Box 26170 Greensboro, North Carolina 27402 Phone : 866-866-2362 Url : http://www.cfnc.net Job Posting Manual Posting	N	0
8	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
9	Employee Referral	N	9
10	Indeed.com	N	2
11	Job/Bulletin Board	N	1
12	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
13	Linked In	N	10
14	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
15	Media Recruiter 167 Oakdale Road Johnson City, New York 13790 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	0

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16	Mediabistro.com 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-547-7893 Url : http://www.mediabistro.com Job Posting Manual Posting	N	0
17	MG Website 111 North 4th Street Richmond, Virginia 23219 Phone : 919-835-6213 Url : http://www.mediageneral.com Email : aadams@wncn.com Alisha Adams	N	0
18	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@nagjcareers.org Jenae' Bryant	N	0
19	National Association of Hispanic Journalism 1000 National Press 529 14th Street NW Washington, District of Columbia 20045 Phone : 888-975-1386 Url : http://www.nahj.org Leticia Salazar Manual Posting	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
21	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

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22	North Carolina Employment Security Commission 3351 Carl Sandburg Court Raleigh, North Carolina 27610 Phone : 919-212-3849 Url : http://www.ncesc1.com Email : walter.stead@ncmail.net Walter Stead	N	0
23	Re-hire	N	1
24	Rice University 6100 Main Houston, Texas Phone : 713-348-4055 Url : http://www.rice.edu Email : ccd@rice.edu Jessica Fleenor	N	0
25	Spot n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : http://www.spotsndots.com/ Gene McKay Manual Posting	N	0
26	STG International 99 Canal Center Plaza Suite 500 Alexandria, Virginia 22314 Phone : 703-578-6030 Url : http://www.stginternational.com Joselyn Gamble Manual Posting	N	0
27	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	2
28	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Posting Manual Posting	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	University Career Services - NC State 2100 Pullen Hall Campus Box 7303 Raleigh, North Carolina 27695 Phone : 919-515-2369 Url : http://www.ncsu.edu/students/career-services Email : woody_catoe@ncsu.edu Woody Catoe	N	0
30	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
31	University of North Carolina at Pembroke Po Box 1510 Pembroke, North Carolina 28372 Phone : 919-521-6270 Url : http://www.uncp.edu Email : branda.jacobs@uncp.edu Brenda Jacobs	N	0
32	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
33	WNCN Website 1205 Front Street Raleigh, North Carolina 27609 Phone : 919-835-6217 Url : http://www.wncn.com Janine Worthy Manual Posting	N	42
34	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			90

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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	9/5/2017	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 four (4) interns from the following institutions during the reporting term: Regent University 1, Meredith College, 1, North Carolina Central University, 1 East Carolina University 1.</p>	4	<p>Director of Operations</p> <p>Investigative Reporter</p> <p>Marketing Producer</p> <p>Commercial Producer</p>
2	5/29/2018	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 three (3) interns during the reporting period from: UNC-Chapel Hill, Campbell University, and UNC- Asheville</p>	3	<p>Director of Operations</p> <p>Investigative Reporter</p> <p>Marketing Producer</p> <p>Commercial Producer</p>