

WFNA, WKRG-TV
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist/Reporter	1-5, 8-12	5
News Reporter/Anchor	1-5, 8-12	5
Promotions Producer	1-5, 8-12	5
News Reporter/Anchor	1-2, 4-6, 8-12	10
Account Executive Northwest FL Area	1-5, 8-12	5
Digital Sales Coordinator	1-5, 8-12	5
News Producer	1-2, 4-5, 7-12	5
Digital Content Producer	1-2, 4-5, 7-12	5
Account Executive	1-2, 4-5, 7-12	7
Digital Content Manager	1-2, 4-5, 7-12	5
Account Executive	1-2, 4-5, 7-12	7
Sales Assistant	1-2, 4-5, 8-12	5

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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	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 32544 Phone : 205-982-5001 Url : https://al-ba.com/wp2/post-job/ Sharon Tinsley Manual Posting	N	0
2	Alabama State Employment Service 515 Springhill Plaza Court Mobile, Alabama 36608 Phone : 251-461-4451 Email : terrence.brown@alcc.alabama.gov Terrence Brown	N	0
3	CareerBuilder.com	N	8
4	Florida Association Of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Job Listings	N	0
5	Indeed.com	N	46
6	Job Fair	N	1
7	Linked In	N	11
8	National Association of Black Journalists 1100 Knight Hall College Park, Maryland 20742 Phone : 301-405-2573 Email : Ksomerville@nabj.org Kaylan Somerville	N	0
9	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Email : info@nhmc.org Career Services	N	0

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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
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
11	Springhill College 4000 Dauphin Street Mobile, Alabama 36605 Phone : 251-380-3474 Email : careerdevelopment@shc.edu Jeremy Moore	N	0
12	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:			70

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	SEU has established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. SEU hosted 15 interns from University of South Alabamba (4), University of Alabama (2), Auburn University (3), University of Southern Mississippi, Columbia University, Washington State Univ, Yokohama City University, Univ. of Maryland, and Troy University,	15	News Director HR Manager Assistant Director
2	10/11/2023	Participation in other activities designed by the station employment unit	The SEU has an established Job Shadow program that allows students to explore their interests in a potential career in broadcasting through onsite observation and discussion with active station personnel. During the current term, the SEU hosted 5 student participants.	3	Business Administrator News Director Manager
3	11/2/2023	Participation in Job Fairs	SEU participated with University of South Alabama for Communication Career Day 2023. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Administrator Promotions
4	11/21/2023	Provision of training to management	SEU 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.	7	General Manager HR Manager Sales Manager News Director