

WGMB / WBRL / KZUP
EEO PUBLIC FILE REPORT
February 1, 2020 - January 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 4, 9-12, 14-15	1
News Producer	1, 3, 5-6, 8-9, 11-12, 14-15	6
Account Executive	1, 5, 9, 11-12, 14-15	1
Account Executive	1-2, 4, 8-12, 14-15	2
Receptionist	1, 3, 5-6, 9, 11-12, 14-15	3
Assignments Editor	1, 5, 8-9, 11-12, 14-15	8
News Producer	1, 5, 9, 11-12, 14-15	11
News Producer	1, 5-6, 8-9, 11-12, 14-15	6
Digital MMJ	1, 3, 5, 8-9, 11-12, 14-15	3
Account Executive	1, 5, 8-9, 11-12, 14-15	8
Digital Executive Producer	1, 5, 7-9, 11-12, 14-15	11
Digital Producer	1, 5-6, 9, 11-12, 14	6
News Producer	1, 3, 5-6, 9, 11-12, 14-15	6
Assignments Editor	1, 5, 8-9, 11-15	8
National Sales Assistant	1, 3, 5-6, 9, 11-12, 14-15	9
Account Executive	1, 5, 9, 11-12, 14-15	11
Assistant Chief Engineer	1, 5, 9, 11-12, 14-15	1
MMJ / Reporter	1, 5, 8-9, 11-12, 14-15	8

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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	brproud.com 10000 Perkins Road Baton Rouge, Louisiana 70810 Phone : 225-768-9144 Url : http://www.brproud.com Tracy Granier Manual Posting	N	3
2	CareerBuilder.com	N	1
3	Employee Referral	N	6
4	Entertainment Careers 2118 Wilshire Blvd #401 Santa Monica, California 90403 Phone : 310-442-0200 Url : http://entertainmentcareers.net Brad Hall Manual Posting	N	0
5	Handshake 10000 Perkins Road WGMB-TV Baton Rouge, Louisiana 70810 Url : https://app.joinhandshake.com/ Tracy Granier Manual Posting	N	1
6	Indeed.com	N	23
7	Job/Bulletin Board	N	1
8	Linked In	N	15
9	Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Suzette Daniel Manual Posting	N	1
10	LSU College of Mass Communication 156 Thomas Boyd Hall Louisiana State University Baton Rouge, Louisiana 70803 Phone : 225-578-1899 Url : http://www.lsu.edu/manship/ Email : masscomm@lsu.edu E Macke	N	0

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11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
12	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	1
13	TVJobs.com	N	2
14	Women In Media PO Box 80215 Baton Rouge, Louisiana 70898-0215 Phone : 2257690044 Url : http://www.womeninmediabr.com/jobs Laurie Hardison Manual Posting	N	0
15	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:			58

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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	<p>The SEU has established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports, and weather.</p> <p>The SEU hosted 2 interns from Louisiana State University during both the Spring and Fall semesters of 2020.</p>	2	News Director Sports Director Digital Sales Manager
2	1/12/2021	Establishment of training programs for station personnel	The 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.	9	General Manager Office Manager News Director Sales Manager
3	1/27/2021	Hosting of Job Fair	The SEU hosted a virtual job fair. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	3	News Director Creative Services Director Assistant News Director