

WGMB / WBRL-CD / KZUP- CD
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
News Producer	2-3, 6, 9-11, 14-15, 17, 19, 21, 23, 25-26	10
News Producer	2-3, 6, 9-11, 14-15, 17, 19, 21, 23, 25-26	10
MMJ	2-3, 5-6, 8, 11, 14-15, 17, 21, 23, 25-26	8
MMJ	2-3, 5-6, 8, 11, 14-15, 17, 21, 23, 25-26	5
Master Control Operator	2-3, 5-6, 11, 14-15, 17, 21, 23, 25-26	5
Account Executive	2-3, 5-6, 11, 14-15, 17, 21-23, 25-26	5
Account Executive	2-3, 5-6, 11, 14-15, 17, 21-23, 25-26	22
Account Executive	2-3, 5-6, 11, 14-15, 17, 21-23, 25-26	5
Account Executive	2-6, 11, 14-15, 17-18, 21, 23, 25-26	5
Account Executive	2-6, 11, 14-15, 17-18, 21, 23, 25-26	4
Local Sales Manager	1-3, 6, 8-9, 11-12, 14-15, 17, 20-23, 25-26	20
News Producer	2-3, 6, 11, 13-15, 17, 21, 23, 25-26	13
Chief Engineer	2-3, 5-6, 11, 14-15, 17, 21, 23, 25-26	5
Master Control Operator	2-3, 6, 11, 13-15, 17-18, 20-21, 23, 25-26	20
Master Control Operator	2-3, 6, 11, 13-15, 17-18, 20-21, 23, 25-26	18
Promotions Producer / Editor	2-3, 6-7, 11-17, 21, 23-26	13
Receptionist	2-3, 6, 8, 11, 13-15, 17, 21, 23, 25-26	8
Sports Reporter	2-3, 6, 11, 14-15, 17, 21, 23-26	24
News Photographer	3, 7-9, 17, 23, 26	8
News Director	2-4, 6, 9, 11, 13-15, 17, 21, 23, 25-26	13
Master Control Operator	2-3, 6, 11, 14-15, 17, 20-21, 23-26	20
Master Control Operator	2-3, 6, 11, 14-15, 17, 20-21, 23-26	24
News Producer	2-3, 6, 8, 11, 14-15, 17-18, 21, 23, 25-26	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Advertisement-TV	N	1
2	American Advertising Federation of Baton Rouge PO Box 1707 Baton Rouge, Louisiana 70821 Phone : 318-347-6765 Url : http://aafbr.org Patrick Box Manual Posting	N	0
3	brproud.com 10000 Perkins Road Baton Rouge, Louisiana 70810 Phone : 225-768-9144 Url : http://www.brproud.com Tracy Granier Manual Posting	N	2
4	Educational Institution	N	2
5	Employee Referral	N	6
6	Entertainment Careers 2118 Wilshire Blvd #401 Santa Monica, California 90403 Phone : 310-442-0200 Url : http://entertainmentcareers.net Brad Hall Manual Posting	N	0
7	GlassDoor	N	3
8	Indeed.com	N	10
9	Internal Promotion	N	7
10	Intracompany Transfer	N	2
11	ITI Technical College 13944 Airline Hwy Baton Rouge, Louisiana 70817 Phone : 855-484-8324 Url : http://iticcollege.edu Shawn Norris Manual Posting	N	0
12	Job/Bulletin Board	N	2
13	Linked In	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Suzette Daniel Manual Posting	N	0
15	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	1
16	Monster	N	2
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
18	Nexstar's Facebook Page	N	5
19	Professional/Industry Trade Organization	N	1
20	Re-hire	N	3
21	Southern University 801 Harding Blvd Baton Rouge, Louisiana 70813 Phone : 225-771-4500 Url : http://www.subr.edu/careerservices Email : careerservices@subr.edu Tamara Foster-Montgomery	N	0
22	Station's Facebook Page	N	2
23	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	2
24	TVJobs.com	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Women in Media PO Box 80215 Baton Rouge, Louisiana 70898 Phone : 225-367-6960 Url : http://womeninmediabr.com Email : info@womeninmediabr.com Kristi Howard	N	0
26	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2018	Provision of training to management	SEU management, participated in a mandatory training session which focused preventing discrimination and harassment in the workplace.	12	News Director General Sales Manager Humarn Resouces General Manager
2	3/1/2018	Establishment of an intern program designed to assist members of the community	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. The SEU hosted one (1) intern from Louisiana State University during the Fall and Spring semesters of 2018.	3	General Sales Manager News Director Sports Director
3	4/26/2018	Participation in events sponsored by community groups	Attended the Baton Rouge Area Association of Black Journalist 2018 Scholarship Luncheon. We were a bronze sponsor of this event. It highlighted three members of the Baton Rouge community that have significantly helped bring awareness to broadcast journalism to the local black community.	10	News Director
4	5/8/2018	Participation in events sponsored by community groups	SEU personnel attended the Better Business Bureau of South Central Louisiana Empowering Women Luncheon. The luncheon included a discussion on methods to empower women, guiding and mentoring future leaders, the role of education in empowerment, barriers to success and leadership promotes gender equality.	7	Human Resources Programming Director of Sales Local Sales Manager
5	5/9/2018	Participation in events sponsored by community groups	Attended the Baton Rouge Area Chamber's Diversity in Business Luncheon which discussed the importance of understanding why diversity is important in businesses.	6	General Manager News Director Human Resources General Sales Manager
6	8/1/2018	Listing of each upper-level category opening in a job bank or newsletter	The SEU disseminates all job vacancy notices, including each upper-level opening, to Women in Media, a media trade group with a broad-based membership, including participation of women and minorities.	1	News Director