

WGMB / WBRL / KZUP
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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	3, 18	3
MMJ	3, 5, 7, 11, 13-15, 19, 23	11
Promotions Producer / Editor	1, 3, 7, 11, 13-15, 19, 23	11
Digital Producer	2-3, 7, 13-15, 17, 19, 23	17
Account Executive	2-3, 7-8, 13-15, 19, 22-23	2
MMJ	3, 5-7, 11, 13-15, 19, 23	6
MMJ	3, 5, 7-8, 13-15, 19, 23	5
MMJ	1, 3, 5-7, 13-15, 19, 23	5
Engineering Assistant	3, 7, 11, 13-15, 19, 23	11
Anchor / Reporter	3, 7-8, 11, 13-15, 19, 23	19
News Producer	3, 11	11
Account Executive	3, 7, 12-16, 19, 23	16
Promotions Producer / Editor	1, 3, 7, 11, 13-15, 19, 23	11
Sports Reporter	3, 7, 11, 13-15, 19, 21, 23	19
Assignments Editor	3, 7, 11, 13-15, 19, 23	19
News Producer	3, 5, 7, 11	7
Account Executive	3, 7-8, 13-15, 19, 23	8
Sports Reporter	3, 7, 11, 13-15, 19, 23	11
Account Executive	3, 7, 13-16, 19, 23	16
Creative Services Director	3, 5-7, 11, 13-15, 19, 23	19
Account Executive	3, 5, 7, 10-11, 13, 15, 19, 21, 23	21
Account Executive	2-3, 5, 7, 13-15, 18-19, 23	18
Account Executive	2-3, 5, 7, 13-15, 18-19, 23	14
New Anchor	3, 7-8, 12-15, 19, 23	19
Master Control Operator	3, 7, 11, 13-16, 19, 23	16
Master Control Operator	3, 7, 11, 13-16, 19, 23	16
Meteorologist	3, 7-8, 13-15, 19-20, 23	20
Meteorologist	3, 7, 12-15, 19, 23	19
Master Control Operator	3, 5-7, 13-15, 19, 23	6

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	3, 6-7, 13-15, 19, 23	6
Chief Engineer	3, 7, 9, 12-15, 19, 23	12
Promotions Assistant	3, 7-8, 13-15, 19, 23	8
News Producer	3-4, 7-8, 12-15, 19, 23	19

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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	Advertisement-Print	N	3
2	Advertisement-TV	N	3
3	brproud.com 10000 Perkins Road Baton Rouge, Louisiana 70810 Phone : 225-768-9144 Url : http://www.brproud.com Tracy Granier Manual Posting	N	11
4	CareerBuilder.com	N	1
5	Educational Institution	N	12
6	Employee Referral	N	7
7	Entertainment Careers 2118 Wilshire Blvd #401 Santa Monica, California 90403 Phone : 310-442-0200 Url : http://entertainmentcareers.net Brad Hall Manual Posting	N	2
8	Indeed.com	N	14
9	Internal Promotion	N	1
10	Job Fair	N	1
11	Job/Bulletin Board	N	35
12	Linked In	N	6
13	Louisiana Association of Broadcasters 660 Flordia Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Suzette Daniel Manual Posting	N	3
14	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
16	Nexstar's Facebook Page	N	4
17	Re-hire	N	1
18	Station's Facebook Page	N	2
19	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	11
20	TVJobs.com	N	1
21	Twitter	N	2
22	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
23	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:			122

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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	2/5/2019	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 the participation of women and minorities.	1	Human Resouces
2	2/15/2019	Establishment of an intern program designed to assist members of the community	The SEU 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 2 interns from Louisiana State University during the spring semester of 2019 and 3 interns for fall season 2019.	4	News Director General Sales Manager Digital Sales Manager Sports Director
3	3/26/2019	Participation in Job Fairs	The SEU participated in Louisiana State University Spring Networking Night at Manship. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Assistant News Director
4	7/29/2019	Participation in Job Fairs	SEU attended the Fall Job and Internship Fair at Loyola University in New Orleans, LA.	2	News Director Assistant News Director
5	11/5/2019	Participation in Job Fairs	SEU's attended the College of Music & Media Career Expo in New Orleans. This career expo hosted Loyola University, New Orleans Xavier and Dillard University students interested in the arts, media, film, public relations, communication, design, entertainment, theatre and other creative fields.	2	News Director Assistant News Director