

WGMB / WBRL / KZUP
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
MMJ	1-2, 5, 8, 11	2
MMJ	1-2, 4-9, 11	5
New Anchor	1-2, 6-9, 11	8
Account Executive	1-2, 4-5, 7-11	5
Technical Director	1-2, 4, 7-11	8
Account Executive	1-2, 4-5, 7-11	2
Meteorologist	1-2, 4, 6-11	6
Technical Director	1-2, 4, 7-11	2
News Producer	1-2, 4-5, 7-11	2
Sports Reporter	1-2, 4, 6-11	6
Technical Director	1-2, 4, 7-11	2
Digital Content Producer	1-2, 4-11	5
News Producer	1-2, 4-11	2
News Photographer	1-2, 4-5, 7-11	5
Digital Media Sales Manager	1-2, 4, 7-11	2
Account Executive	1-2, 4, 7-11	2
IT Engineer	1-2, 4-11	6
News Producer	1-11	2
Integrated Digital Specialist	1-2, 4, 7-11	2
News Producer	1-2, 4, 7-11	2
MMJ	1-2, 4, 6-11	2

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	BRAC 564 Laurel St. Baton Rouge, Louisiana 70801 Phone : 2253817140 Url : https://br.works/ Maggi Spurlock Manual Posting	N	0
2	brproud.com 10000 Perkins Road Baton Rouge, Louisiana 70810 Phone : 225-768-9144 Url : http://www.brproud.com Alicia Trahan Manual Posting	N	16
3	Employee Referral	N	1
4	Handshake 10000 Perkins Road WGMB-TV Baton Rouge, Louisiana 70810 Url : https://app.joinhandshake.com/ Tracy Granier Manual Posting	N	0
5	Indeed.com	N	19
6	Linked In	N	16
7	Louisiana Association of Broadcasters 660 Flordia Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Suzette Daniel Manual Posting	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	N	0
10	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
11	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:			60

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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	2/15/2023	Participation in Job Fairs	The SEU participated at the Southern University Career Day Exploration Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
2	2/25/2023	Participation in Job Fairs	The SEU participated at the College 2 Career Day, which was held in Lafayette, Louisiana. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
3	4/1/2023	Participation in events sponsored by organizations representing the community	SEU personnel attended the Secrets to accessing the Media Workshop, which was held in Baton Rouge, LA. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar.	3	News Director Anchor Anchor
4	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Louisiana Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	General Manager HR Business Administrator