

WHDF, WHNT

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
MMJ / Reporter	1-9, 12, 14-19, 21-32	9
MMJ / Reporter	1-9, 12, 14-19, 21-32	14
Research Anaylist	1-10, 15-19, 21-32	10
Account Executive	1-9, 13-19, 22-28, 30-32	14
Account Executive	1-9, 13-19, 22-28, 30-32	14
Account Executive	1-9, 13-19, 22-28, 30-32	9
Account Executive	1-8, 10, 15-19, 22-28, 30-32	10
Creative Services Producer	1-8, 10, 12, 15-19, 22-28, 30-32	10
Sales Manager	1-8, 11, 15-20, 22-28, 30-32	11
Sales Manager	1-8, 11, 15-20, 22-28, 30-32	20
Digital Content Producer	1-8, 10, 14-19, 22-28, 30-32	14
Producer	1-8, 10-11, 15-19, 22-28, 30-32	10
Technical Director	1-8, 10-11, 14-19, 22-28, 30-32	10
News Director	1-8, 10-11, 14-15, 17-19, 22-28, 30-32	10
News Director	1-9, 11, 15, 17-19, 22-28, 30-32	9
Photographer	1-9, 11, 14-15, 17-19, 22-28, 30-32	9

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

The below listed recruiting sources were deleted as follows:

RS #21/Southern New Hampshire University and RS #29/University of Montevallo were deleted on December 1, 2022

RS #16/NE AL Community College was deleted on July 5, 2023

RS #8/Disability Staffing Services, Inc. was deleted on November 20, 2023

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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 35244 Phone : 2059825001 Url : https://al-ba.com/wp2/post-job/ Lesa Rice Manual Posting	N	0
2	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 3342294140 Url : https://www.alasu.edu Benjamin Verge Manual Posting	N	0
3	Athens State Univ Sandridge Student Center 300 N Beaty Street Athens, Alabama 35611 Phone : 256-233-8100 Url : http://www.athens.edu Michael Radden Manual Posting	N	0
4	Auburn University 1161 W. Samford Ave. Auburn, Alabama 36849 Phone : 334-844-4744 Url : https://www.auburn.edu Addye Buckley-Burnell Manual Posting	N	0
5	Auburn University at Montgomery 7430 East Drive Montgomery, Alabama 36117 Phone : 334-244-3500 Url : http://www.aum.edu Brad Robbins Manual Posting	N	0
6	Birmingham-Southern College 900 Arkadelphia Road west Birmingham, Alabama 35254 Phone : 800-523-5793 Url : https://www.bsc.edu/ Katy Smith Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Calhoun Community College 6520 US Hwy 31 N Tanner, Alabama 35671 Phone : 256-713-4817 Url : http://www.calhoun.edu Email : careerservices@calhoun.edu Anglea Humphrey	N	0
8	Disability Staffing Services, Inc. 1100 Washington Street Huntsville, Alabama 35801 Phone : 8665486468 Email : support@getdss.net Fax : 1-877-335-3990 Renee Scruggs Prong 2 Ended Date: 11/20/2023	N	0
9	Employee Referral	N	14
10	Indeed.com	N	15
11	Internal Promotion	N	10
12	Intracompany Transfer	N	3
13	Job Fair	N	2
14	Linked In	N	13
15	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
16	NE AL Community College PO Box 159 Rainsville, Alabama 35896 Phone : 2566384418 Email : whittens@nacc.edu Sherry Whitten	N	0

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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	Northwestern State University 175 Sam Sibley Dr. Natchitoches, Louisiana 71457 Phone : 318-357-6011 Url : https://www.nsula.edu Karen Loach Manual Posting	N	0
19	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : vewright@oakwood.edu Fax : 1-256-726-7139 Verniece Wright	N	0
20	Professional/Industry Trade Organization	N	3
21	Southern New Hampshire University 33 S. Commercial St. Manchester, New Hampshire 03101 Phone : 603-263-9603 Url : snhu.edu Peter Bartell Manual Posting	N	0
22	Spring Hill College 4000 Dauphin St. Mobile, Alabama 36608 Phone : 251-380-4000 Url : https://www.shc.edu Nicole Larriviere Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-247-8121 Url : http://www.stillman.edu Email : twashington@stillman.edu Fax : 1-800-841-5722 Tasha Washington	N	0
24	Talladega College 627 West Battle St. Talladega, Alabama 35160 Phone : 256-761-8843 Url : http://www.talladego.edu Email : skgaitor@talladega.edu Fax : 1-256-761-6450 Sherissa Gaitor	N	0
25	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-670-3217 Url : http://www.troy.edu/careerservices/ Sandra Hatfield-Sauls Manual Posting	N	0
26	Univ of Al - Huntsville Office of Career Development Madison Hall, Ste 111 Huntsville, Alabama 35899 Phone : 256-824-6741 Url : https://www.uah.edu/career-services Christopher Smith Manual Posting	N	0
27	University of Alabama 330 Ferguson Center 751 Campus Drive Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Schernavia Hall Manual Posting	N	0

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28	University of Alabama at Birmingham 1720 University Blvd Birmingham, Alabama 35294 Phone : 205-934-5321 Url : https://www.uab.edu/students/cpd/ Jeremy Ervin Manual Posting	N	0
29	University of Montevallo Station 6001 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu/career Email : mlebeaul@montevallo.edu Fax : 1-205-665-6255 Michael Lebeau	N	0
30	University of South Alabama 307 N. University Blvd. Meisler Hall Ste 2500 Mobile, Alabama 36608 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices C. Adams Barnes Manual Posting	N	0
31	WHNT TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 2565331919 Email : regina.tom@whnt.com Regina Tom	N	0
32	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:			61

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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	3/30/2023	Participation in Job Fairs	The SEU participated at Jackson State University Career Fair. SEU personnel met with the students and discussed vacancies at the Station.	1	News Director
2	4/5/2023	Participation in Job Fairs	The SEU participated in a virtual career fair hosted by the Alabama Association of Colleges and Employers. SEU personnel spoke with several students and alumni across the state of Alabama about current openings at the Station and a career in the industry.	2	Sales Manager Sales Manager
3	4/20/2023	Participation in Job Fairs	The SEU participated at the Troy University's Journalism & Communication Career Fair. SEU personnel met with students and discussed vacancies at the Station and in the broadcast industry.	1	News Director
4	5/8/2023	Establishment of an intern program designed to assist members of the community	The SEU has an established summer internship program that allows students to gain practical experiences in all areas of our operations, including news, production, sports and weather. The SEU hosted four (4) interns from the University of Alabama, Auburn University, and two (2) from the University of North Alabama during the 2023 Summer Semester.	4	News Director Assistant News Director Executive Producer Chief Meteorologist
5	9/19/2023	Participation in Job Fairs	The SEU participated at Auburn University's Harbert College of Business Career Fair. SEU personnel were able to meet with students, discuss vacancies and collect resumes for those interested in applying in current open positions.	1	Sales Manager
6	9/20/2023	Participation in Job Fairs	The SEU participated at the Oakwood University Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Station and in the Broadcast Industry.	2	Sales Manager Assistant News Director
7	11/20/2023	Provision of training to management	The SEU participated in 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.	16	General Manager Sales Director Creative Services Director News Director