

WFNA, WKRQ-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 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
Account Executive	2-3, 5-8, 11-14, 21-24, 28, 31-32, 35, 42-43, 45-47, 49, 51	28
Account Executive	2-3, 5-8, 11-14, 21-24, 28, 31-32, 35, 42-43, 45-47, 49, 51	11
Account Executive	2-3, 5-8, 11-14, 21-24, 28, 31-32, 35, 42-43, 45-47, 49, 51	11
News Reporter/Anchor	1-3, 5-8, 11, 13-15, 18, 21-24, 27-28, 31-32, 35, 37, 42-43, 45-49	27
News Producer I	2-3, 5, 11-13, 21, 27-28, 35, 51	27
Broadcast Engineer	2-3, 5, 8, 13, 21, 27-28, 35, 43, 51	27
News Photographer	1-3, 5-8, 11, 10, 13-15, 21-24, 28-29, 31-33, 35-36, 39, 42-43, 45-47, 49	11
News Photographer	1-3, 5-8, 11, 10, 13-15, 21-24, 28-29, 31-33, 35-36, 39, 42-43, 45-47, 49	11
News Reporter/Anchor	1-3, 5-8, 10, 12-15, 21-24, 28, 31-32, 35, 42-43, 45-49	28
News Reporter/Anchor	1-3, 5-8, 10, 12-15, 21-24, 28, 31-32, 35, 42-43, 45-49	28
Digital News Reporter	1-3, 5-8, 11, 10, 12-15, 21-24, 28, 31-32, 35, 42-43, 45-49	11
Digital News Reporter	1-3, 5-8, 11, 10, 12-15, 21-24, 28, 31-32, 35, 42-43, 45-49	11
Digital News Reporter	1-3, 5-8, 11, 10, 12-15, 21-24, 28, 31-32, 35, 42-43, 45-49	11
Digital News Reporter	1-3, 5-8, 11, 10, 12-15, 21-24, 28, 31-32, 35, 42-43, 45-49	11
Associate News Producer	1-3, 5-8, 11, 10, 13-15, 18, 21-24, 28, 31-32, 35, 37, 42-43, 45-47, 49	11
Digital Content Producer	2-9, 11, 10, 12-14, 19-26, 28, 31-32, 34-35, 40-43, 45-50	11
Chief Meteorologist	27-28	27
Weekend Meteorologist	1-3, 5-8, 11, 13-16, 21-24, 28, 31-32, 35, 42-47, 49	28
News Producer I	1-3, 5-8, 12-14, 16-17, 21-24, 27-28, 31-32, 35, 38, 42-43, 45-49	27

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Associate News Producer	8, 11, 15, 28, 30, 38, 43	8

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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	AL.com 1731 First Avenue North Birmingham, Alabama 35203 Phone : 205-325-3307 Url : www.al.com Donna Pope Manual Posting	N	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 32544 Phone : 205-982-5001 Email : lrice@al-ba.com Lesa Rice	N	3
3	Alabama State Employment Service 515 Springhill Plaza Court Mobile, Alabama 36608 Phone : 251-461-4451 Email : terrence.brown@alcc.alabama.gov Terrence Brown	N	0
4	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Fax : 1-334-229-4985 Ella Tucker	N	0
5	Alabama State University 915 S. Jackson St. Montgomery, Alabama Phone : 334-229-4100 Email : careerservices@alasu.edu Placement Program	N	0
6	Auburn University, Career Services 303 Mary Martin Hall Auburn University, Alabama 36849 Phone : 334-844-4744 Jay Skipworth Manual Posting	N	0
7	Auburn University, Dept. of Communications 217 Tichenor Hall Auburn University, Alabama 36849 Phone : 334-844-2727 Self Report 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
8	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-405-7000 Self Report Manual Posting	N	7
9	Career Source Escarosa 3670 A North L Street Pensacola, Florida Phone : 850-607-8797 Email : joborders@careersourceescarosa.com Jason Goins	N	0
10	Employee Referral	N	7
11	Employee Referral 555 BROADCAST DR MOBILE, Alabama 36606 Phone : 2516622968 Email : whancock@wkrq.com WINDY HANCOCK	N	23
12	Faulkner State Community College 1900 U.S. Hwy 31 S. Bay Minette, Alabama 36507 Phone : 251-580-2185 Email : Theresa.McClelland@coastalalabama.edu Theresa McClelland	N	0
13	Florida Association Of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Job Listings	N	0
14	Florida State University 100 S. Woodward Ave RM 1200 DSC Tallahassee, Florida Phone : 850-644-4023 Deborah Crowder Manual Posting	N	0
15	Indeed.com	N	17
16	Intracompany Transfer	N	2
17	Job Fair	N	1
18	Job/Bulletin Board	N	2

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19	Lakeland College 5001 Lake Land Blvd. Mattoon Mattoon, Alabama 61938 Phone : 217-234-5271 Email : kbeno@lakeland.cc.il.us Fax : 217-234-5506 Ken Beno	N	0
20	Lakeland College PO Box 359 Sheboygan Sheboygan, Alabama Phone : 920-565-1255 Email : lindsaylm@lakeland.edu Lisa Lindsay	N	0
21	Louisiana State University 1502 CEBA Building Baton Rouge, Louisiana Phone : 225-578-2162 Email : career@lsu.edu Trey or Amy Truitt	N	0
22	Mobile Branch NAACP 419 Lexington Ave. Mobile, Alabama 36603 Phone : 251-725-0779 Jimmie Gardner Manual Posting	N	0
23	National Association of Black Journalists 8701 Adelphi Rd. Adelphi, Maryland Phone : 301-445-7100 Eric Wee Manual Posting	N	0
24	National Association of Hispanic Journalists 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Self Report 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
25	National Association of Religious Broadcasters 9510 Technology Drive Manassas Manassas, Alabama 20110 Phone : 703-330-7000 Url : www.nrb.org Email : info@nrb.org Fax : 703-330-7100 Placement Office	N	0
26	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
27	Nexstar Broadcasting, Inc. 555 BROADCAST DR MOBILE, Alabama 36606 Phone : 2516622968 Email : whancock@wkrг.com WINDY HANCOCK	N	5
28	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	40
29	Nexstar's Facebook Page	N	1
30	Other Source	N	1
31	Pensacola State College 1000 College Blvd. Bldg. 19 Pensacola, Florida 32504 Phone : 850-484-2143 Sydney Smart Manual Posting	N	0
32	Poarch Band of Creek Indians 5811 Jack Springs Road Atmore, Alabama 36502 Phone : 334-368-9136 Self Report Manual Posting	N	0
33	Professional/Industry Trade Organization	N	1
34	Self Referral	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
35	Springhill College 4000 Dauphin Street Mobile, Alabama 36605 Phone : 251-380-3474 Email : careerdevelopment@shc.edu Jeremy Moore	N	2
36	State/Local Employment Agency	N	1
37	Station Employee 555 BROADCAST DR MOBILE, Alabama 36606 Phone : 251-479-5555 Jesse Gear	N	3
38	Station Website	N	3
39	Station's Facebook Page	N	1
40	Steven P.J. Wood Building 1101 North Highland St Arlington, Alabama 22201 Phone : 703-247-2000 Fax : 703-247-2001 Jim Cromwell	N	0
41	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Fax : 1-334-448-5205 Kenny Marcum	N	0
42	Troy University 104 Eldridge Hall Troy, Alabama 36081 Phone : 334-670-3217 Career Services Manual Posting	N	0
43	TV Jobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	6
44	TVJobs.com	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	University Of Alabama P. O. Box 870293 Tuscaloosa, Alabama Phone : 205-348-5848 Self Report Manual Posting	N	0
46	University of Georgia, Grady College UG Journalism Building Room 211-C Athens, Georgia 30602 Phone : 706-542-1704 Self Report Manual Posting	N	0
47	University of Mobile P. O. Box 13220 Mobile, Alabama 36613 Phone : 251-675-5990 Lawrencine Mason Manual Posting	N	1
48	University of North Carolina 219 Hanes Hall CB #5140 Chapel Hill, North Carolina 27599 Phone : 919-962-4518 Email : ucs@unc.edu Career Services	N	0
49	University of South Alabama, Career Services Center Meisler Hall, 307 University Blvd N. Suite 2100 Mobile, Alabama Phone : 251-460-6188 Beverly Hendley Manual Posting	N	0
50	UW-Eau Claire Eau Claire Eau Claire, Wisconsin Phone : 715-836-6039 Email : pelzcl@uwec.edu Carla Pelzl	N	0
51	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			130

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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	1/7/2019	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted one (1) intern from Spring Hill College during the Winter/Spring Semester;</p>	2	News Director Assistant News Dir.
2	5/9/2019	Participation in Job Fairs	The SEU participated at the South Alabama Regional Planning Commission Job Fair. SEU personnel were able to meet with individuals from the community and discuss vacancies at the stations and in the broadcasting industry.	4	News Director Promotions Manager Digital Content Manager Business Administrator