

WRBL-TV
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
Producer, News	1-3, 5, 7-14, 16-18, 20	10
Account Executive	1-3, 5, 7-8, 10-14, 16-18, 20	10
Digital Executive Producer	2-3, 5, 7-11, 13-14, 16-18, 20	10
Administrative Assistant	2-3, 5, 7-9, 11, 13-14, 16-18, 20	9
Broadcast Engineer	2-3, 5, 7-8, 11-14, 16-20	19
Creative Services Photographer	2-3, 5, 7-14, 16-18, 20	10
Multi Media Journalist	2-3, 5, 7-9, 11-14, 16-18, 20	9
Digital Content Producer	2-3, 5, 7-8, 11-14, 16-18, 20	12
Multi Media Journalist	2-3, 5, 7-8, 11-14, 16-18, 20	12
Account Executive	2-3, 5, 7-8, 10-14, 16-18, 20	10
Producer, News	2-4, 6-8, 11, 13-14, 16-18, 20	13
Producer, News	2-3, 7-9, 11-18, 20	18

RS #1 Alabama Broadcasters deleted on October 27, 2022

RS #5 Collective Talent deleted on April 26, 2023

RS #15 National Academy Of TV Arts and Sciences added on May 9, 2023

Nexstar did not actively distribute job vacancy notices to CareerBuilder, Linked In and Indeed. These resources reposted some but not all of the stations www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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 Broadcasting Deleted on 5-16-2022 by lthomas@wrbl.com 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : https://www.al-ba.com Email : lrice@al-ba.com Fax : 1-800-211-5189 L Rice	N	0
2	Association of Women in Communications 1717 E Republic Rd Suite A Springfield, Missouri 65804 Phone : 417-886-8606 Url : http://www.womcom.orr.org Email : members@womcom.org Kandice Matteson	N	0
3	Broadcast Employment Svcs-TVJobs Po Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.tvb.org Email : admin@tvjobs.com Mark Holloway	N	0
4	CareerBuilder.com	N	1
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Educational Institution	N	1
7	Georgia Assoc of Broadcasters 6 W. Druid Hills Drive Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Url : https://gab.org Email : gchapman@gab.org Fax : 1-770-395-7235 McKenzie Lewis	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	Georgia Dept of Labor 700 Veterans Pkwy Columbus, Georgia 31901 Phone : 706-649-7423 Url : www.dol.georgia.gov employer/recruitment service job-order request Manual Posting	N	0
9	Indeed.com	N	11
10	Internal Promotion	N	6
11	Latin American Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone : 404-248-2214 Url : http://TheLAA.org Email : employmentservices@thelaa.org Fax : 1-404-638-1800 Harina Bitow	N	0
12	Linked In	N	13
13	Local Station Website 1350 13th Avenue Columbus, Georgia 31901 Phone : 706-225-0680 Url : http://www.wrbl.com Carol Ward Manual Posting	N	1
14	NAACP 100 Edgewood Ave Suite 1080 Atlanta, Georgia 30303 Phone : 404-524-0580 Url : http://www.naacpatlanta.org Email : naacpcolsgabranch@gmail.com Richard Rose	N	0
15	National Academy of TV Arts & Sciences *Subscribed 5-9-23 450 Park Ave South Floor 3 New York, New York 10016 Phone : 212-589-8424 Email : admin@nataspsw.org Job Listings	N	0

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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
16	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : https://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Jessica Gonzalez	N	0
17	Native American Journalist Assoc 395 W Lindsey St. Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Url : http://www.naja.com Email : rebeccalandsberry@naja.com Fax : 1-405-325-6945 Rebecca Landsberry	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
19	Professional/Industry Trade Organization	N	1
20	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:			37

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted one (1) intern from Columbus State University during the 2023 Summer Semester, two (2) interns from Columbus State University and one (1) intern from Ashland University during the 2023 Fall Semester.</p>	2	News Director Chief Meteorologist
2	9/27/2023	Participation in Job Fairs	The Station participated at Auburn University Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	News Director Sales Manager HR
3	11/3/2023	Provision of training to management	The Station conducted a 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.	7	GM HR/BA News Director GSM