

WRBL-TV
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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
Account Executive	1-5, 7-8, 10-13, 15, 17-21, 23-25	10
Account Executive	1, 4-5, 7-8, 10-13, 15, 17-25	22
Account Executive	1, 4-5, 7-8, 10-13, 15, 17-25	10
News Producer (AM Newscast)	1, 4-5, 7-12, 15-21, 23-25	10
IT Systems/Network Engineer	1, 4-5, 7-8, 11-13, 15-21, 23-25	13
National Sales Assistant	1, 4-7, 11-12, 15-21, 23, 25	16
Digital Distribution Producer	1, 4-5, 7, 10-12, 15, 17-21, 25	10
Sales Account Executive	1, 4-5, 7, 10-13, 15, 17-21, 25	13
Digital Reporter	1, 4-5, 7, 11-12, 14-15, 17-21, 25	14
HR Business Administrator	1, 4-5, 7, 10-12, 15-21, 25	12
Administrative Assistant	1, 4-5, 7, 11-13, 15-21, 25	16
IT Network Engineer	1, 4-5, 7, 11-13, 15-21, 25	13
National Sales Assistant	1, 4-5, 7, 11-13, 15, 17-21, 25	21
General Sales Manager III	1, 4-5, 7, 11-12, 15-21, 25	21
Account Executive-Sales	1, 4-5, 7, 11-12, 15-21, 25	16
Digital MMJ	4-7, 11-12, 15-21, 25	16
Digital MMJ	4-7, 11-12, 15-21, 25	6
Multi Media Journalist	1, 4-5, 7, 10-12, 15-21, 25	10
National Sales Assistant	1, 4-5, 7, 10-13, 15-21, 25	10
SportsAnchor	1, 4-5, 7, 10-12, 15-21, 25	10

The following Recruiting Sources were deleted/date:

#1/Alabama Broadcasting Association – 10-27-2022

#2/ Alabama State University – 12-1-2021

#3/Alabama State University – 6-3-2021

#8/ Columbus Tech – 12-1-2021

#23/ Society of Cable Telecommunications Engineers – 12-1-2021

#24/ US Dept. of Veterans – 12-1-2021

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. Those resources re-posted 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 ("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	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu/ Email : careerservices@alasu.edu Jeremy Hodge	N	0
3	Alabama St Univ (Deleted per req. 6/3/2021) Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu/ Email : dokeowo@alasu.edu Dr. David Okeowo	N	0
4	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
5	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
6	CareerBuilder.com	N	2

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-7512 Url : http://www.columbustech.edu Email : careerconnections@columbustech.edu Elaine Chester	N	0
9	Educational Institution	N	2
10	Employee Referral	N	11
11	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
12	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	1
13	Indeed.com	N	22
14	Internal Promotion	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	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
16	Linked In	N	23
17	Local Station Website 1350 13th Avenue Columbus, Georgia 31901 Phone : 706-225-0680 Url : http://www.wrbl.com Carol Ward Manual Posting	N	0
18	NAACP 100 Edgewood Ave Suite 1080 Atlanta, Georgia 30303 Phone : 404-524-0580 Url : http://www.naacpatlanta.org Email : info@naacpatlanta.org Richard Rose	N	0
19	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
20	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

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21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
22	Re-hire	N	1
23	Society of Cable Telecommunications Engineers 140 Philips Rd Exton, Pennsylvania 19341-1318 Phone : 610-594-7335 Url : http://scte-jobs.careerwebsite.com Email : info@scte.org Fax : 1-610-363-5898 Ginny Howard	N	0
24	US Dept of Veterans - Career Ctr 2601 Cross Country Dr Cond# B-2 Suite 900 Columbus, Georgia 31906 Phone : 706-596-7170 Url : https://www.vets.gov/employment Fax : 1-706-568-7630 Career Center Toll Free Line 877-927-8387	N	0
25	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:			65

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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	2/8/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at University of Georgia. He spoke about career decisions and job requirements.	1	News Director
2	2/10/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Kennesaw State University. He spoke about career decisions and job requirements.	2	News Director News Anchor
3	3/22/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Auburn University. He spoke about career decisions and job requirements.	1	News Director
4	6/16/2022	Hosting of Job Fair	The Station hosted a job fair at Columbus Trade Center which included contributing with both financial and advertising efforts. The Station hosted the fair which included 41 vendors. The Station were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	10	Director of Sales Local Sales Manager Account Executives National Sales Assistant
5	8/22/2022	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 five (5) interns, from University of Georgia, Mississippi University, and Columbus State University during the Summer Semester. One (1) intern, from the University of Mississippi during the 2022 Fall Semester.</p>	4	News Director HR Business Administrator Sports Director Chief Meteorologist
6	11/3/2022	Provision of training to management	The Station conducted Mandatory training session to bring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	7	General Manager General Sales Manager News Director Chief Engineer