

**WKRG-TV & WFNA 2019-2020  
EEO PUBLIC FILE REPORT  
December 1, 2019 - November 30, 2020**

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
Director, Newscast	1-7, 10-13, 16, 19-25, 27-33	13
Account Executive	1-7, 9-13, 16, 18-25, 27-33	18
Multi Media Journalist	1-7, 9-12, 16, 19-25, 27-33	9
News Producer	1-8, 10-12, 16, 18-25, 27-33	23
Assignment Manager	1-7, 9-14, 16, 19-25, 27-33	14
Traffic/Digital Reporter	1-7, 10-12, 16-17, 19-25, 27-33	23
Graphic Artist	1-7, 10-13, 16, 18-33	26
Account Executive	1-7, 9-13, 16, 18-25, 27-33	18
Marketing Manager	1-7, 10-13, 16, 18-25, 27-33	18
Multi Media Journalist	1-7, 10-13, 15-16, 18-25, 27-33	15
Multi Media Journalist	1-13, 16, 18-25, 27-33	9
News Producer	1-8, 10-12, 16, 18-25, 27-33	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 : 251-219-5400 Url : www.al.com Kim King 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	1
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 S. Jackson St. Montgomery, Alabama Phone : 334-229-4100 Placement Program Manual Posting	N	1
5	Auburn University, Career Services 303 Mary Martin Hall Auburn University, Alabama 36849 Phone : 334-844-4744 Jay Skipworth Manual Posting	N	0
6	Auburn University, Dept. of Communications 217 Tichenor Hall Auburn University, Alabama 36849 Phone : 334-844-2727 Self Report Manual Posting	N	0
7	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-405-7000 Self Report Manual Posting	N	1

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8	CareerBuilder.com	N	3
9	Employee Referral	N	6
10	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
11	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
12	Florida State University 100 S. Woodward Ave RM 1200 DSC Tallahassee, Florida Phone : 850-644-4023 Deborah Crowder Manual Posting	N	0
13	Indeed.com	N	14
14	Internal Promotion	N	1
15	Intracompany Transfer	N	1
16	Job Bulletin Board 555 BROADCAST DR MOBILE, Alabama 36606 Phone : 2516622968 WINDY HANCOCK Manual Posting	N	3
17	Job/Bulletin Board	N	1
18	Linked In	N	11
19	Louisiana State University 1502 CEBA Building Baton Rouge, Louisiana 70803 Phone : 225-578-2162 Trey or Amy Truitt Manual Posting	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
20	Mobile Branch NAACP 419 Lexington Ave. Mobile, Alabama 36603 Phone : 251-725-0779 Jimmie Gardner Manual Posting	N	0
21	National Association of Black Journalists 8701 Adelphi Rd. Adelphi, Maryland Phone : 301-445-7100 Eric Wee Manual Posting	N	0
22	National Association of Hispanic Journalists 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Self Report Manual Posting	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	18
24	Pensacola State College 1000 College Blvd. Bldg. 19 Pensacola, Florida 32504 Phone : 850-484-2143 Sydney Smart Manual Posting	N	0
25	Poarch Band of Creek Indians 5811 Jack Springs Road Atmore, Alabama 36502 Phone : 334-368-9136 Self Report Manual Posting	N	0
26	Re-hire	N	1
27	Springhill College 4000 Dauphin Street Mobile, Alabama 36605 Phone : 251-380-3474 Email : careerdevelopment@shc.edu Jeremy Moore	N	0

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28	Troy University 104 Eldridge Hall Troy, Alabama 36081 Phone : 334-670-3217 Career Services Manual Posting	N	2
29	TV Jobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
30	University Of Alabama P. O. Box 870293 Tuscaloosa, Alabama Phone : 205-348-5848 Self Report Manual Posting	N	0
31	University of Georgia, Grady College UG Journalism Building Room 211-C Athens, Georgia 30602 Phone : 706-542-1704 Self Report Manual Posting	N	0
32	University of Mobile P. O. Box 13220 Mobile, Alabama 36613 Phone : 251-675-5990 Lawrencine Mason Manual Posting	N	0
33	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>65</b>

**WKRG-TV & WFNA 2019-2020****EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Alabama Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	3	News Director General Sales Manager Business Manager/HR POC General Manager
2	12/4/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of South Alabama School of Broadcast. He spoke about career decision and job requirements.	2	Anchor News Director
3	2/3/2020	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 operations, including news, production, sports and weather.</p> <p>The SEU hosted one (1) intern, from the University of Mercer University, during the 2020 Spring Semester; one (1) intern, from University of South Alabama during the 2020 Spring Semester.</p>	3	News Director Assistant News Director Business Manager/HR POC
4	6/17/2020	Participation in Job Fairs	The SEU participated at the Okaloosa County Career Fair. SEU personnel met with potential job applicants.	3	News Director General Sales Manager Business Manager/HR POC
5	8/31/2020	Participation in Job Fairs	The SEU participated in the Alabama Broadcasters Association Virtual Job Fair. SEU personnel interacted with job applicants via email and zoom.	3	News Director General Sales Manager Business Manager/HR POC
6	10/14/2020	Provision of training to management	The SEU 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	News Director General Sales Manager General Manager Technical Manager