

WRBL-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	1-8, 10, 13-16, 18-19, 21-25, 27-29	16
Producer, News	1-8, 10, 13-16, 18-19, 21-25, 27-29	25
Anchor / Reporter	1-8, 10, 13-19, 21-25, 27-29	17
Account Executive	1-9, 13-16, 18-19, 21-25, 27-29	25
Digital Content Producer	1-10, 13-16, 18-21, 23-25, 27-29	25
Meteorologist	1-8, 10-11, 13-16, 18-19, 21-29	7
Account Executive	1-8, 10, 13-16, 18-25, 27-29	16
Account Executive	1-8, 10, 13-16, 18-25, 27-29	16
Anchor - Reporter --Weekend	1-8, 10, 13-16, 18-19, 21-25, 27-29	25
Anchor- Reporter Sports Weekend	1-8, 10, 13-16, 18-19, 21-25, 27-29	25
Producer, News	1-8, 10, 13-16, 18-19, 21-25, 27-29	25
Integrated Digital Specialist	1-8, 10, 12-16, 18-19, 21-25, 27-29	25

WRBL-TV

EEO PUBLIC FILE REPORT

December 1, 2018 - November 30, 2019

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 Ass'n 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 : 334-229-4493 Url : http://www.alasu.edu/ Email : dokeowo@alasu.edu Dr. David Okeowo	N	0
3	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
4	Art Inst of Atlanta 6600 Peachtree Dunwoody Rd 100 Embassy Row Atlanta, Georgia 30328-1649 Phone : 770-689-4870 Url : http://new.artinstitutes.edu/atlanta Email : AICareerReadiness@aia.edu Leo Ortiz	N	0
5	Asian American Journalist Assn. 5 3rd Street #1108 San Francisco, California 94103 Phone : 415-346-2051 Url : https://www.aaja.org Email : national@aaja.org Fax : 1-415-346-6343 Patricia Villon	N	0

WRBL-TV

EEO PUBLIC FILE REPORT

December 1, 2018 - November 30, 2019

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
6	Association of Women in Communications 1717 E Republic Rd Suite A Springfield, Missouri 65804 Phone : 417-886-8606 Url : http://www.womcom.org Email : members@womcom.org Fax : 1-417-886-3685 Kandice Matteson	N	0
7	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	7
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Columbus St Univ 4225 University Ave Columbus, Georgia 31902 Phone : 706-507-8760 Url : http://app.joinhandshake.com Joyce Sautter Manual Posting	N	0
10	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
11	Educational Institution	N	1
12	Employee Referral	N	1

WRBL-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Georgia Assoc of Broadcasters 6 W. Druid Hills Drive Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Url : https://gab.org Email : mlewis@gab.org Fax : 1-770-395-7235 McKenzie Lewis	N	0
14	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
15	Hispanic Alliance for Career Enhancement 29 E Madison Chicago, Illinois 60602 Phone : 312-435-0498 Url : http://www.haceonline.org Email : rosa@haceonline.org Fax : 1-312-454-7448 Rosa (rosa@haceonline.org) Banderas	N	0
16	Indeed.com 7501 N Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Url : www.indeed.com pw: recruiter1 user: vholmes@wrbl.com Manual Posting	N	21
17	Internal Promotion	N	1
18	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

WRBL-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	League of United Latin American Citizens - HireLatino.org 1133 19th Street NW Suite 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Url : http://www.hirelatino.org Maritza Bosques Manual Posting	N	0
20	Linkedin 62228 Collections Center Drive Chicago, Illinois 60693-0622 Phone : 212-615-9373 Url : www.linkedin.com Elizabeth Lattanza Manual Posting	N	3
21	Local Station Website 1350 13th Avenue Columbus, Georgia 31901 Phone : 706-225-0680 Url : http://www.wrbl.com Victoria Holmes Manual Posting	N	0
22	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
23	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

WRBL-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	34
26	Professional/Industry Trade Organization	N	1
27	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
28	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
29	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			69

WRBL-TV

EEO PUBLIC FILE REPORT

December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/7/2019	Participation in Job Fairs	The Station participated in the Georgia Association of Broadcasters / University of Georgia Journalism and Mass Communications Career Day Job Fair. Station personnel were able to meet with the students and discuss vacancies at the Station and in the broadcast industry.	2	Reporter / MMJ News Director
2	2/11/2019	Participation in events or programs sponsored by educational institutions	The Station personnel participated as a speaker and gave a presentation to the students at the Columbus State University Dept. of Communications Interactive Media Class about job qualifications and career opportunities at the station and within the broadcast industry.	2	Asst. News Director Reporter / MMJ
3	2/28/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at the Columbus State University. They spoke about careers in meteorology.	2	Meteorologist Chief Meteorologist
4	3/28/2019	Participation in events or programs sponsored by educational institutions	The Station has an established Job Shadow program. The Station hosted one (1) student from Columbus Technical College during the Spring Semester 2019, five (5) students from the University of Georgia and one (1) student from Florida State University in the Summer Semester 2019, and one (1) student from Shaw High School during the Fall Semester 2019.	4	News Director Asst News Director General Sales Manager Creative Svc Director
5	5/17/2019	Participation in events or programs sponsored by educational institutions	The Station hosted students from the Columbus State University. Station personnel were able to discuss station operation and broadcasting jobs in general at the Station. Station personnel allowed the students to receive feedback on their presentations.	2	Chief Meteorologist Meteorologist
6	6/25/2019	Participation in events or programs sponsored by educational institutions	Station personnel hosted students from the Florida State University. Station personnel were able to discuss station operation and broadcasting jobs in general at the station.	2	News Director Chief Meteorologist

WRBL-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	7/10/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to the journalism and communication students at Auburn University. Station personnel spoke about job qualifications, internships, careers and opportunities at the station and within the broadcast industry.	1	General Manager
8	11/14/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to talk to the journalism students at the University of Georgia about job qualifications, career, internships and other opportunities at the station and within the broadcast industry.	1	News Director
9	11/20/2019	Participation in scholarship programs	The Station actively participates with the Columbus State University - Communications Department in an established scholarship program that assists students interested in pursuing a career in broadcasting.	1	General Manager
10	11/20/2019	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 operations, including news, production, sports, weather, sales and promotions.</p> <p>The Station hosted one (1) Intern from the Columbus State University during the Winter Semester 2018; one (1) Intern from Auburn University and 2 Interns from the Columbus State University during the Spring Semester 2019; two (2) Interns from Columbus State University, two (2) Interns from Mississippi State University and two (2) Interns from Troy University for the Summer Semester 2019; two (2) Interns from Columbus State University for the Fall Semester 2019</p>	4	News Director Asst News Director Chief Meterologist Promotions Manager