

WRBL-TV
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
Digital MMJ - LaGrange	1-12, 16-24, 26	8
HR Business Coordinator	1-7, 9-11, 13, 16, 18-24, 26	13
Sales Assistant	1-3, 5-7, 9-11, 13, 16, 19-23, 25-26	13
Anchor/Producer/MMJ	1-3, 5-11, 13, 16, 18-23, 26	8
Weekend Anchor/MMJ	1-3, 5-11, 13, 16, 18-23, 26	8
Anchor/Reporter	1-7, 9-10, 13, 16, 18-26	13
Digital Multi-Media Journalist	1-7, 9-10, 13, 15-16, 18-23, 25-26	13
Sales Assistant	1-7, 9-10, 13, 16, 19-26	13
Account Executive	1-7, 9-10, 13, 16, 19-26	13
New Director	1-10, 14, 16, 18-26	14
Reporter 1, Multimedia Journalist	1, 4-10, 15-16, 18-26	18
Digital Executive Producer	1, 4-7, 9-10, 14, 16, 19-26	14
Sales Assistant	1, 4-7, 9-10, 16, 19-26	10
Senior Producer	1, 4-7, 9-10, 14, 16, 19-26	14
Sales Assistant	1, 4-7, 9-10, 13, 16, 19-26	13

The Station deleted the following sources: 5/18/2021 RS#2 Alabama St University -Jeremy Hodge, 5/18/2021 RS#3 Alabama St University - David Okeowo, 2/16/2021 RS#11 Hispanic Alliance for Career Enhancement, 12/17/2020 RS#12 Indeed.com, 12/17/20 RS#17 League of United Latin American Citizens-HireLatino.com

Nexstar did not actively distribute job vacancy notices to Recruiting Sources 13/Indeed or 18/LinkedIn. However, said sources reposted 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 ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama Broadcasting 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.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	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	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
7	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
8	Employee Referral	N	9
9	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
10	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
11	Hispanic Alliance for Career Enhancement 29 E Madison Chicago, Illinois 60602 Phone : 312-435-0498 Url : http://www.haceonline.org Email : leticia@haceonline.org Fax : 1-312-454-7448 Leticia (leticia@haceonline.org) Alcantara	N	0
12	Indeed.com 7501 N Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Url : www.indeed.com HR Admin Manual Posting	N	0
13	Indeed.com	N	26
14	Internal Promotion	N	4
15	Job/Bulletin Board	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
16	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
17	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
18	Linked In	N	27
19	Local Station Website 1350 13th Avenue Columbus, Georgia 31901 Phone : 706-225-0680 Url : http://www.wrbl.com Carol Ward Manual Posting	N	0
20	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
21	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

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22	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
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
24	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
25	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
26	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:			72

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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	2/17/2021	Participation in Job Fairs	The Station participated in the College of Information and Communications Virtual Career Fair. Station Personnel were able to discuss career opportunities at the Station and within the broadcast industry.	1	News Director
2	3/8/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of South Carolina School of Journalism. He spoke to production students about career decisions and job requirements.	1	News Director
3	4/22/2021	Participation in scholarship programs	The Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there were seven (7) recipients from Columbus State University.	2	General Manager News Director
4	5/17/2021	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of operation, including news, production, sports and weather. The Station hosted twelve (12) interns during the 2021 Summer Semester from Columbus State University, North Carolina A&T, University of Georgia, Auburn University, University of West Georgia, Mississippi State University and Military Careers Skills Program and five (5) interns during the Fall Semester from Columbus State University	4	News Director News Director Sports Director Chief Meteorologist
5	8/3/2021	Participation in events or programs sponsored by educational institutions	The Station has an established Job Shadow program. The Station hosted two (2) students from Florida State University during the 2021 Summer Semester.	2	Chief Meteorologist News Director

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6	9/15/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Auburn University about job qualifications. He spoke about career decisions, job requirements and career opportunities at the Station and within the broadcast industry.	1	News Director
7	11/10/2021	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.	6	General Manager News Director Marketing Director GSM