

WGHP
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 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
Account Executive	2, 5, 9, 11, 13-15, 18-19, 22, 27, 29, 35-37, 39, 41-42	36
Photojournalist	2, 5, 9, 13-15, 19, 22, 27, 29, 35-37, 41-42	36
Associate Producer	2, 5, 9, 13-15, 19, 22, 25-29, 35-37, 41-42	22
Producer, AM	2-5, 7-10, 12-16, 19-29, 31-42	16
Master Control Operator – Regular Full Time	6, 11, 15, 17-18	17
Morning News Producer	16, 22, 30	16
Morning News Producer	18, 22, 30	18
Anchor /Reporter – Regular Full Time	11, 16, 22, 30	11
Digital Sales Coordinator	6, 15, 22, 30	6
Photojournalist	12, 15, 22, 30	12
GENERAL SALES MANAGER – REGULAR Full Time	1-5, 9, 11, 13-14, 18-34, 37, 39-42	18
Multimedia Journalist – Regular Full Time	2-5, 9, 13-14, 16, 18-34, 37, 39-42	16

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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	602 Communications 6839 Charter Hills Rd. Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : http://www.602communications.com Email : slizik@602communications.com Graeme Newell	N	0
2	A Joyous Transistion Family Resource Center 2702 Darden Rd Unit B Greensboro, North Carolina 27407 Phone : 336 987 5847 Email : ajoyoustransitionfamilyresource@yahoo.com April Thompson	Y	0
3	Adams Broadcast Consulting 18900 Carriger Road Sonoma, California 95476 Phone : 925-457-6400 Url : http://www.adamsconsulting.tv Email : dana@adamsconsulting.tv Dana Adams	N	0
4	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Fax : 1-703-506-3266 Melissa Lowe	N	0
5	Bennett College 900 East Washington Street Greensboro, North Carolina 27401 Phone : 336-517-2201 Url : http://www.bennett.edu Email : yjohnson@bennett.edu Yolande Johnson	N	0
6	CareerBuilder.com	N	2
7	DB & Associates P.O. Box 353 Neffs, Pennsylvania 18065 Phone : 610-767-6183 Url : http://www.dbandassociates.net Email : dbandassociates@msn.com David Brunner	N	0

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8	Elon University Career Center Campus Box 2020 Elon, North Carolina 27244 Phone : 336.278.5293 Url : http://www.elon.edu Email : apinney@elon.edu Ashley Pinney	N	0
9	Elon University Career Center Campus Box 2020 Elon, North Carolina 27244 Phone : 336-278-6538 Url : http://www.elon.edu Email : rkosusko@elon.edu Rhonda Kosusko	N	0
10	Emma Bowen Foundation 30 Rockefeller Plaza New York, New York 10112 Phone : 212-664-3773 Url : http://www.emmabowenfoundation.com Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Career Services	N	0
11	Employee Referral	N	7
12	Forsyth Technical Community College 2100 Silas Creek Parkway Winston-Salem, North Carolina 27103 Phone : 336-734-7416 Url : http://www.forsyth.cc.nc.us Email : careerservices@forsythtech.edu Jessica Long	N	1
13	Guilford Technical Community College P.O. Box 309 Jamestown, North Carolina 27282 Phone : 336-334-4822 Url : http://www.gtcc.edu Email : careers@gtcc.edu Shirley Hunter	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
14	High Point University 833 Montlieu Avenue High Point, North Carolina 27262 Phone : 336-841-9025 Url : http://www.highpoint.edu Email : paolij05@highpoint.edu Jen Paolina	N	0
15	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	8
16	Internal 2005 Francis St High Point , North Carolina 27263 Phone : 336-821-1205 Susan Davis	N	7
17	Internal Promotion	N	1
18	LinkedIn 2029 Stierlin Ct. #200 Mountain View , California 94043 career services	N	9
19	Media Line 190 North State Street Pacific Grove, California 993950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
20	Metrolina Native American Association 6161 McDaniel Lane Charlotte, North Carolina 28213 Phone : 980-224-3862 Url : http://www.metrolinanativeamericans.org Email : metrolinanatives@gmail.com Career Services	N	0

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21	Mort Meisner Associates 26711 Woodward Avenue, Suite 203 Huntington Woods, Michigan 48070 Phone : 248-545-2222 Url : http://www.mortmeisnerassoc.com Email : mort@mortmeisner.com Mort Meisner	N	0
22	MYFOX8.com 2005 Francis St. High Point, North Carolina 27263 Phone : (336) 821-1205 Url : http://www.myfox8.com Susan Davis Manual Posting	N	1
23	N.S. Bienstock, Inc. 1740 Broadway, 24th floor New York, New York 10019 Phone : 212-765-3040 Url : http://www.nsbienstock.com Email : nsb@nsbienstock.com Adam Leibner	N	0
24	Napoli Mgmt Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Url : http://www.tvtalent.com Email : nmg@tvtalent.com David Ahrendts	N	0
25	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
26	National Association of Hispanic Journalists 1000 National Press Bldg., 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Email : nahj@nahj.org Litha Strickland	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
27	NC A&T State University 1601 E. Market Street Greensboro, North Carolina 27411 Phone : 336-334-7900 Url : http://www.ncat.edu Email : whitley@ncat.edu Dr Shelia Whitley	N	0
28	NC Assoc. of Broadcasters P.O. Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : http://www.ncbroadcast.com Email : gsummerville@ncbroadcast.com Gail Summerville	N	0
29	NC State University 2100Pulen Hall, Box 7303 Raleigh, North Carolina 27695 Phone : 919-515-2396 Url : http://www.ncsu.edu Email : bridget_yarborough@ncsu.edu Bridget Yarborough	N	0
30	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
31	Rick Gevers & Associates P.O. Box 577 Zionsville, Indiana 46077 Phone : 317-769-7900 Url : http://www.rickgevers.com Email : rick@rickgevers.com Rick Gevers	N	0
32	Society of Broadcast Engineers 89445 Keystone Crossing, Suite 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Url : http://www.sbe.org Email : kjones@sbe.org Scott Jones	N	0

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33	The Lorna Dave Agency P.O. Box 368 Fogelsville, Pennsylvania 18051 Phone : 610-248-1317 Url : http://www.lornadave.com Email : john@lornadave.com John Derr	N	0
34	The NWT Group 2325 Stone Bridge Drive Dallas, Texas 76006 Phone : 817-987-3600 Url : http://www.thenwtgroup.com Email : lindalevy@thenwtgroup.com Linda Levy	N	0
35	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
36	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	2
37	TV Jobs.Com P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
38	University of North Carolina CB#5140, 219 Hanes Hall 204 E Cameron Ave Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Url : http://www.unc.edu Email : tholt@email.unc.edu Teresa Holt	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
39	Wake Forest University Box 7427 Winston-Salem, North Carolina 27109 Url : http://www.wfu.edu Email : hutchens@wfu.edu Dana Hutchens	N	0
40	Willinger Talent Agency, Inc. 875 Avenue of the Americas, Suite 1909 New York, New York 10001 Phone : 212-695-1950 Url : http://www.willingertalent.com Email : info@willingertalent.com Greg Willinger	N	0
41	Winston-Salem State University 601 Martin Luther King Dr. Winston-Salem, North Carolina 27110 Phone : 336-750-2320 Url : http://www.wssu.edu Email : blountb@wssu.edu Dr. Brian Blount	N	0
42	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:			38

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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	8/7/2019	Participation in Job Fairs	The Station participated at the National Association of Black Journalists Convention and Career Fair. Station personnel met with potential job applicants.	2	Human Resources Human Resources
2	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 three (3) interns, from Bennett College, High Point University, Univ of Greensboro during the 2019 Fall Semester; fourteen (14) interns, from Univ of Greensboro, High Point University, Quinnipiac University, Elon University, Wake Forest University, N.C. A&T University during the 2020 Spring Semester.</p>	3	Executive Producer News Director News/Sports Operations Asst News Director
3	10/1/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to the Broadcast Journalism class at Wake Forest University. They spoke about career decisions and job requirements.	2	Morning Anchor News Director
4	10/9/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Johnson County Community College Networking Fair. They spoke about career decisions and job requirements.	2	Reporter Weather Anchor
5	10/16/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the School of Journalism at Kansas University. She spoke about career decisions and job requirements.	1	Assistant News Director
6	10/24/2019	Participation in Job Fairs	The station participated at the Kansas University's college career fair. Station personnel met with potential job applicants.	1	Assistant News Director
7	10/28/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Political Marketing Class at High Point University. He spoke about career decisions and job requirements.	1	News Director

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8	10/29/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Wake Forest University in the Broadcast Journalism class. He spoke about career decisions and job requirements.	1	VP/GM
9	11/8/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at High Point University's School of Communication. He spoke about career decisions and job requirements.	1	VP/GM
10	11/12/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Media Class at UNC-Greensboro. He spoke about career decisions and job requirements.	1	Sports Anchor/Reporter
11	11/14/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the High Point University School of Communication. She spoke about career decisions and job requirements.	3	Producer Producer Producer
12	2/18/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to the Broadcast Journalism class from Wake Forest University. They spoke about career decisions and job requirements.	2	Morning Anchor News Director
13	5/13/2020	Participation in Job Fairs	The Station participated at the Randleman High School Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Meteorologist