

# WGHP

## EEO PUBLIC FILE REPORT

**August 1, 2020 - July 31, 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
Associate Producer	2-3, 5, 8, 11, 13, 15, 17-18, 20-29, 31-32, 35-42	38
Director/Master Control Operator – Regular Full Ti	2-3, 5, 8, 10-11, 13-15, 17-37, 39-42	15
Photojournalist	2-5, 8-11, 13-14, 17-37, 39-42	17
Photojournalist	2-3, 5, 8-11, 13-14, 17-18, 20-29, 31-35, 37, 39-42	17
Video Editor	2-5, 8-11, 13, 17-37, 39-42	9
WEEKEND NEWS PRODUCER – Regular Full Time	2-3, 5-6, 8-11, 13-14, 17-37, 39-42	6
News Producer	2-3, 5, 8-11, 13-14, 17-37, 39-42	14
Multimedia Journalist – Regular Full Time	2-5, 8-11, 13, 15, 17-29, 31-37, 39-42	17
Sales Account Executive	1-3, 5, 8, 10-11, 13-14, 18, 20-29, 31-35, 37, 39-42	14
STUDIO OPERATOR – Full Time	2-3, 5, 8-11, 13-14, 16, 18, 20-29, 31-35, 37, 39-42	16
Sports MMJ/Anchor	2-3, 5, 8, 10-11, 13-14, 17-18, 20-29, 31-35, 37, 39-42	14
News Producer	2-3, 5, 8-11, 13-15, 18, 20-29, 31-37, 39-42	15
Photojournalist	2-3, 5-6, 8, 10-11, 13, 16-18, 20-29, 31-35, 37, 39-42	16
Sales Account Executive	1-3, 5, 7-8, 10-11, 13-15, 18, 20-29, 31-37, 39-42	15
News Producer	2-3, 5-6, 8, 11, 13-15, 17-18, 20-29, 31-32, 35-37, 39-42	14
Multimedia Journalist – Regular Full Time	2-3, 5, 8, 10-11, 13, 15, 17-18, 20-29, 31-37, 39-42	15
Video Editor	2-3, 5, 8-11, 13-14, 17-18, 20-29, 31-37, 39-42	9
Photojournalist	2-3, 5, 8, 10-11, 13-14, 18, 20-29, 31-37, 39-42	14

Due to security email issue recruiting agencies 7 & 36 did not receive all job notifications.

Three recruiting agencies requested removal from our list - #19/Metrolina Native American Association on 9/28/2020; #30/Organization of Chinese Americans on 9/2/2020; #38/UNCG on 4/24/2015.

Recruiting agency #1/602 Communications only considers Sales positions.

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Photojournalist	2-3, 5, 8, 10-11, 13, 15, 17-18, 20-29, 31-37, 39-42	17
6 PM NEWS PRODUCER	2-3, 5, 8-11, 13-15, 18, 20-29, 31-37, 39-42	9
Analyst, Research	2-5, 8-11, 13, 15, 18, 20-29, 31-37, 39- 42	9
Multimedia Journalist – Regular Full Time	2-3, 5, 8, 10-11, 13, 15, 17-18, 20-29, 31-35, 37, 39-42	15
Weekend Assignment Editor	2-3, 5, 8-11, 13-14, 17-18, 20-29, 31- 37, 39-42	14
WEEKEND NEWS PRODUCER – Regular Full Time	2-3, 5, 8, 10-11, 13-15, 18, 20-29, 31- 32, 34-35, 37, 39-42	15
Sales Assistant	2-3, 5-6, 8, 10-11, 13-14, 18, 20-29, 31- 37, 39-42	14
Morning Web Producer/Digital Journalist	2-3, 5, 8, 10-11, 13-15, 18, 20-29, 31- 35, 37, 39-42	15
Morning News Reporter	2-5, 7-8, 10-11, 13, 15, 17-18, 20-29, 31-37, 39-42	15
Sales Account Executive	2-3, 5, 8-11, 17-18, 20-29, 31-35, 37, 39-42	17
Photojournalist	2-5, 8-15, 17-18, 20-29, 31-37, 39-42	9

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 6839 Charter Hills Rd. Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : <a href="mailto:slizik@602communications.com">slizik@602communications.com</a> 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 : <a href="mailto:ajoyoustransitionfamilyresource@yahoo.com">ajoyoustransitionfamilyresource@yahoo.com</a> April Thompson	Y	0
3	Adams Broadcast Consulting 18900 Carriger Road Sonoma, California 95476 Phone : 925-457-6400 Url : <a href="http://www.adamsconsulting.tv">http://www.adamsconsulting.tv</a> Email : <a href="mailto:dana@adamsconsulting.tv">dana@adamsconsulting.tv</a> Dana Adams	N	0
4	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : <a href="http://www.awrt.org">http://www.awrt.org</a> 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 : <a href="http://www.bennett.edu">http://www.bennett.edu</a> Email : <a href="mailto:yjohnson@bennett.edu">yjohnson@bennett.edu</a> Yolande Johnson	N	0
6	CareerBuilder.com	N	4
7	DB & Associates P.O. Box 353 Neffs, Pennsylvania 18065 Phone : 610-767-6183 Url : <a href="http://www.dbandassociates.net">http://www.dbandassociates.net</a> Email : <a href="mailto:dbandassociates@msn.com">dbandassociates@msn.com</a> David Brunner	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
8	Elon University Career Center Campus Box 2020 Elon, North Carolina 27244 Phone : 336-278-6538 Url : <a href="http://www.elon.edu">http://www.elon.edu</a> Email : <a href="mailto:rkosusko@elon.edu">rkosusko@elon.edu</a> Rhonda Kosusko	N	0
9	Employee Referral	N	14
10	Forsyth Technical Community College 2100 Silas Creek Parkway Winston-Salem, North Carolina 27103 Phone : 336-734-7416 Url : <a href="http://www.forsyth.cc.nc.us">http://www.forsyth.cc.nc.us</a> Email : <a href="mailto:careerservices@forsythtech.edu">careerservices@forsythtech.edu</a> Jessica Long	N	0
11	Guilford Technical Community College P.O. Box 309 Jamestown, North Carolina 27282 Phone : 336-334-4822 Url : <a href="http://www.gtcc.edu">http://www.gtcc.edu</a> Email : <a href="mailto:careers@gtcc.edu">careers@gtcc.edu</a> Shirley Hunter	N	0
12	Guilford Works 2301 W Meadowview Rd Greensboro, North Carolina 27407 Phone : 336-373-3174 Url : <a href="http://www.guilfordworks.org">www.guilfordworks.org</a> Email : <a href="mailto:chris.rivera@greensboro-nc.gov">chris.rivera@greensboro-nc.gov</a> Fax : 1-336-373-8629 Chris Rivera	N	0
13	High Point University 833 Montlieu Avenue High Point, North Carolina 27262 Phone : 336-841-9851 Url : <a href="http://www.highpoint.edu">http://www.highpoint.edu</a> Email : <a href="mailto:mparker3@highpoint.edu">mparker3@highpoint.edu</a> Megan Parker	N	0
14	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	N	42

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Internal 2005 Francis St High Point , North Carolina 27263 Phone : 336-821-1205 Susan Davis	N	21
16	Internal Promotion	N	2
17	LinkedIn 2029 Stierlin Ct. #200 Mountain View , California 94043 career services	N	40
18	Media Line 190 North State Street Pacific Grove, California 993950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
19	Metrolina Native American Association 6161 McDaniel Lane Charlotte, North Carolina 28213 Phone : 980-224-3862 Url : <a href="http://www.metrolinanativeamericans.org">http://www.metrolinanativeamericans.org</a> Email : <a href="mailto:metrolinanatives@gmail.com">metrolinanatives@gmail.com</a> Career Services	N	0
20	Mort Meisner Associates 26711 Woodward Avenue, Suite 203 Huntington Woods, Michigan 48070 Phone : 248-545-2222 Url : <a href="http://www.mortmeisnerassoc.com">http://www.mortmeisnerassoc.com</a> Email : <a href="mailto:mort@mortmeisner.com">mort@mortmeisner.com</a> Mort Meisner	N	0
21	MYFOX8.com 2005 Francis St. High Point, North Carolina 27263 Phone : (336) 821-1205 Url : <a href="http://www.myfox8.com">http://www.myfox8.com</a> Susan Davis Manual Posting	N	0

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22	N.S. Bienstock, Inc. 1740 Broadway, 24th floor New York, New York 10019 Phone : 212-765-3040 Url : <a href="http://www.nsbienstock.com">http://www.nsbienstock.com</a> Email : <a href="mailto:nsb@nsbienstock.com">nsb@nsbienstock.com</a> Adam Leibner	N	0
23	Napoli Mgmt Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Url : <a href="http://www.tvtalent.com">http://www.tvtalent.com</a> Email : <a href="mailto:nmg@tvtalent.com">nmg@tvtalent.com</a> David Ahrendts	N	0
24	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
25	National Association of Hispanic Journalists 1000 National Press Bldg., 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : <a href="http://www.nahj.org">http://www.nahj.org</a> Email : <a href="mailto:nahj@nahj.org">nahj@nahj.org</a> Litha Strickland	N	0
26	NC A&T State University 1601 E. Market Street Greensboro, North Carolina 27411 Phone : 336-334-7900 Url : <a href="http://www.ncat.edu">http://www.ncat.edu</a> Email : <a href="mailto:whitley@ncat.edu">whitley@ncat.edu</a> Dr Shelia Whitley	N	0
27	NC Assoc. of Broadcasters P.O. Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : <a href="http://www.ncbroadcast.com">http://www.ncbroadcast.com</a> Email : <a href="mailto:gsummerville@ncbroadcast.com">gsummerville@ncbroadcast.com</a> Gail Summerville	N	0

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28	NC State University 2100Pulen Hall, Box 7303 Raleigh, North Carolina 27695 Phone : 919-515-2396 Url : <a href="http://www.ncsu.edu">http://www.ncsu.edu</a> Email : <a href="mailto:bridget_yarborough@ncsu.edu">bridget_yarborough@ncsu.edu</a> Bridget Yarborough	N	0
29	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
30	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : <a href="http://www.ocanational.org">http://www.ocanational.org</a> Email : <a href="mailto:oca@ocanational.org">oca@ocanational.org</a> Career Services	N	0
31	Rick Gevers & Associates P.O. Box 577 Zionsville, Indiana 46077 Phone : 317-769-7900 Url : <a href="http://www.rickgevers.com">http://www.rickgevers.com</a> Email : <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a> Rick Gevers	N	0
32	Society of Broadcast Engineers 89445 Keystone Crossing, Suite 140 Indianapolis, Indiana 46240 Phone : 317-253-1640 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Scott Jones	N	0
33	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Email : <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> Career Service	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	The David Crane Agency 124 Ammons Drive Raleigh, NC, North Carolina 27615 Phone : 919-868-6088 Url : <a href="http://www.dccatalent.com">http://www.dccatalent.com</a> Email : <a href="mailto:steveski@dccatalent.com">steveski@dccatalent.com</a> Steve Swienckowski	N	0
35	The Lorna Dave Agency P.O. Box 368 Fogelsville, Pennsylvania 18051 Phone : 610-248-1317 Url : <a href="http://www.lornadave.com">http://www.lornadave.com</a> Email : <a href="mailto:john@lornadave.com">john@lornadave.com</a> John Derr	N	0
36	The NWT Group 2325 Stone Bridge Drive Dallas, Texas 76006 Phone : 817-987-3600 Url : <a href="http://www.thenwtgroup.com">http://www.thenwtgroup.com</a> Email : <a href="mailto:lindalevy@thenwtgroup.com">lindalevy@thenwtgroup.com</a> Linda Levy	N	0
37	TV Jobs.Com P.O. Box 4116 Oceanside, California 92052 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
38	UNCG P.O. Box 26170 Greensboro, North Carolina 27402 Phone : 336-334-5455 Url : <a href="http://www.uncg.edu">http://www.uncg.edu</a> Email : <a href="mailto:careers@uncg.edu">careers@uncg.edu</a> Tami Rich	N	1
39	Wake Forest University Box 7427 Winston-Salem, North Carolina 27109 Url : <a href="http://www.wfu.edu">http://www.wfu.edu</a> Email : <a href="mailto:hutchens@wfu.edu">hutchens@wfu.edu</a> Dana Hutchens	N	0



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40	Willinger Talent Agency, Inc. 875 Avenue of the Americas, Suite 1909 New York, New York 10001 Phone : 212-695-1950 Url : <a href="http://www.willingertalent.com">http://www.willingertalent.com</a> Email : <a href="mailto:info@willingertalent.com">info@willingertalent.com</a> Greg Willinger	N	0
41	Winston-Salem State University 601 Martin Luther King Dr. Winston-Salem, North Carolina 27110 Phone : 336-750-2320 Url : <a href="http://www.wssu.edu">http://www.wssu.edu</a> Email : <a href="mailto:blountb@wssu.edu">blountb@wssu.edu</a> Dr. Brian Blount	N	0
42	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>124</b>

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**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	8/5/2020	Participation in Job Fairs	The Station participated in the National Association of Black Journalists Career Fair. Station personnel talked with potential job applicants.	1	News Director
2	10/12/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of North Carolina Greensboro to the Media Management Class. He spoke about career decisions and job requirements.	1	News Director
3	11/11/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at High Point University Journalism class. He spoke about career decisions and job requirements.	1	News Director
4	2/3/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Appalachian State Career Development Center. He spoke about career decisions and job requirements.	1	Reporter
5	2/27/2021	Participation in events sponsored by community groups	Station personnel attended Radio Television Digital News Association of the Carolinas. He was able to meet with students and discuss vacancies at the station and in the broadcasting industry.	1	News Director
6	5/3/2021	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	VP/GM News Director Director of Technology General Sales Manager