

WGHP

EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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
4pm News Producer	1-2, 4, 6, 8-11, 14, 16-38	14
Multimedia Journalist – Regular Full Time	1-2, 4, 6, 8-11, 14-38	14
Planning Producer	1-4, 6-11, 13-38	14
National Sales Assistant	1-6, 8-9, 11, 15-29, 31-33, 35-38	15
Reporter/MMJ	1-2, 4, 6, 8-9, 14-26, 28-33, 35-38	14
Technician, Studio (NE)	1-4, 6-12, 14, 16-38	14
Morning Executive Producer	1-4, 6, 8-11, 14, 16-38	14
Photojournalist	1-4, 6-11, 16-38	7
Editor (NE)	1-2, 4, 6, 8-11, 13, 15-38	13
Sales Account Executive	1-2, 4, 6-12, 16-38	7
Photojournalist	1-4, 6, 8-11, 13, 15-38	15
Morning News Producer	1-2, 4, 6, 8-11, 14, 16-38	14
Photojournalist	1-2, 4, 6-11, 15-38	7
Multimedia Journalist – Regular Full Time	1-2, 4, 6, 8-11, 14-38	14
Sales Account Executive	1-2, 4, 6-12, 16-38	7
Assignment Editor	1-2, 4, 6-11, 15-38	15
Photojournalist	1-2, 4, 6-11, 13, 16-38	7
Web Producer-External/Social Media Promotion	1-2, 4, 6-11, 15-38	7
WEEKEND NEWS PRODUCER – Regular Full Time	1-2, 4, 6-8, 10-11, 14, 16-38	14
11pm News Producer	1-2, 4, 6-8, 10-11, 14, 16-38	14
Meteorologist	1-2, 4, 6-8, 10-11, 14, 16-38	14
7pm News Producer	1-2, 4, 6-8, 10-11, 15-38	7

Recruiting source #3 - American Women in Radio & Television was deleted on August 2, 2021. Recruiting source #9 - Guilford Technical Community College was deleted on November 12, 2021.

Recruiting source #16 - Media Line and recruiting source #29 - Society of Broadcast Engineers were deleted on January 25, 2022.

Nexstar did not actively distribute job vacancy notices to certain recruiting sources, including CareerBuilder, Indeed and LinkedIn, however said sources re-posted some but not all the Station's www.nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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Sales Account Executive	1-2, 4, 6-8, 10-11, 13, 15-38	15
News Producer	1-2, 4-6, 8, 10-11, 13, 15-38	15
Evening Site Producer	1-2, 4, 6, 8, 10-11, 14-38	14
Editor (NE)	1-2, 4, 6-8, 10-11, 13-14, 16-38	14
Associate Producer	1-2, 4, 6-8, 10-11, 15-38	7
Promotion Producer	1-2, 4, 6, 8, 10-11, 14-20, 22-38	15
Assignment Editor	1-2, 4, 6, 8, 10-11, 14-15, 17-20, 22-38	14
Sales Assistant	1-2, 4-6, 8, 10-11, 14, 17-20, 22-28, 30-38	14
Morning News Anchor	1-2, 4, 6-8, 10-11, 14, 17-20, 22-28, 30-38	14
Digital News Producer	1-2, 4, 6, 8, 10-11, 15, 17-20, 22-28, 30-38	15
LOCAL SALES Manager	1-2, 4, 6-8, 10-11, 14, 17-20, 22-28, 30-38	14
Technician, Studio (NE)	1-2, 4, 6-8, 10-11, 14-15, 17-20, 22-28, 30-38	14
Morning News Producer	1-2, 4, 6-8, 10-11, 15, 17-20, 22-28, 30-38	7
10 PM NEWS PRODUCER – Regular Full Time	1-2, 4, 6-8, 10-11, 13, 17-20, 22-28, 30-38	7
Technician, Studio (NE)	1-2, 4, 6-8, 10-11, 14-15, 17-20, 22-28, 30-38	14
11pm News Producer/Writer	1-2, 4, 6-8, 10-11, 13, 17-20, 22-28, 30-38	7
GENERAL SALES MANAGER	1-2, 4, 6, 8, 10-11, 14-15, 17-20, 22-28, 30-38	14

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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	A Joyous Transition Family Resource Center 2702 Darden Rd Unit B Greensboro, North Carolina 27407 Phone : 336 987 5847 Email : ajoyoustransitionfamilyresource@yahoo.com April Thompson	Y	0
2	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
3	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
4	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
5	CareerBuilder.com	N	3
6	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
7	Employee Referral	N	31

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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	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	0
9	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
10	Guilford Works 2301 W Meadowview Rd Greensboro, North Carolina 27407 Phone : 336-373-3174 Url : www.guilfordworks.org Email : chris.rivera@greensboro-nc.gov Fax : 1-336-373-8629 Chris Rivera	N	0
11	High Point University 833 Montlieu Avenue High Point, North Carolina 27262 Phone : 336-841-9851 Url : http://www.highpoint.edu Email : mparker3@highpoint.edu Megan Parker	N	0
12	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, , Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	4
13	Indeed.com	N	11
14	Internal 2005 Francis St High Point , , North Carolina 27263 Phone : 336-821-1205 Susan Davis	N	40

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15	LinkedIn 2029 Stierlin Ct. #200 Mountain View , , California 94043 career services	N	36
16	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
17	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
18	MYFOX8.com 2005 Francis St. High Point, North Carolina 27263 Phone : (336) 821-1205 Url : http://www.myfox8.com Susan Davis Manual Posting	N	0
19	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
20	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	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
23	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
24	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
25	NC State University 2100Pulen Hall, Box 7303 Raleigh, North Carolina 27695 Phone : 919-515-8845 Url : http://www.ncsu.edu Email : career-development@ncsu.edu Bridget Hartsfield	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0

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27	NWT Group 2325 Stone Bridge Drive Dallas, Texas 76006 Phone : 817-987-3600 Url : http://www.nwtgroup.com Email : sbrown@nwtgroup.com Sherry Brown	N	0
28	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
29	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
30	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Email : ads@spotsndots.com Career Service	N	0
31	The David Crane Agency 124 Ammons Drive Raleigh, NC, North Carolina 27615 Phone : 919-868-6088 Url : http://www.dccatalent.com Email : steveski@dccatalent.com Steve Swienckowski	N	0
32	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

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33	TV Jobs.Com P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
34	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 : ucs@unc.edu Teresa Holt	N	0
35	Wake Forest University Box 7427 Winston-Salem, North Carolina 27109 Url : http://www.wfu.edu Email : hutchens@wfu.edu Dana Hutchens	N	0
36	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
37	Winston-Salem State University 601 Martin Luther King Dr. Winston-Salem, North Carolina 27110 Phone : 336-750-2314 Url : http://www.wssu.edu Email : montgomerysl@wssu.edu Dr. Soncerey Speas	N	0
38	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:			125

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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	11/9/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the North Carolina A&T Journalism class. He spoke about career decisions and job requirements.	1	News Director
2	11/10/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of South Carolina Journalism class. He spoke about career decisions and job requirements.	1	News Director
3	11/15/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Elon University Journalism class. He spoke about career decisions and job requirements.	1	News Director
4	11/17/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of North Carolina Chapel Hill Journalism class. He spoke about career decisions and job requirements.	1	News Director
5	11/18/2021	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
6	3/19/2022	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
7	3/21/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at the University of South Carolina College of Information and Communications students. They spoke about career decisions and job requirements.	2	Asst News Director News Producer
8	3/28/2022	Participation in Job Fairs	The Station participated at the High Point University job fair. The Station personnel met with potential job applicants.	1	News Director
9	3/30/2022	Participation in Job Fairs	The Station participated at Forsyth Technical Community College Career Fair . Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	1	News Executive Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/7/2022	Participation in Job Fairs	The Station participated at Syracuse University Job (Career) Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
11	4/12/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the North Carolina Central University Mass Communication Class. He spoke about career decisions and job requirements.	1	News Director
12	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 operation, including news, production, sports and weather.</p> <p>The Station hosted one (1) intern from the DePauw University of Indiana; one (1) intern from N.C. A&T State University; one (1) intern from UNC-Chapel Hill during the 2022 Summer Semester.</p>	2	Manager News Operations Asst News Director
13	7/12/2022	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.	17	VP/GM News Director Director of Technology General Sales Manager