

**WNCT-TV**  
**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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotions Producer-3160	1-2, 4-7, 9, 11-15	11
Account Executive - 4359/60	1-2, 4-7, 9-15	10
Account Executive - 4359/60	1-2, 4-7, 9-15	10
MultiMedia Journalist-4766	1-2, 4-6, 9-15	10
Production Technician - 4716	1-2, 4-6, 9, 11-15	11
Local Sales Manager - 4945	1-2, 4-6, 8-10, 12-15	8
Account Executive - 5786	1-2, 4-6, 9-15	10
Anchor Weekday AM - 5773	1-2, 4-6, 9-15	11
Associate Producer - 6193	1-2, 4-7, 9-15	10
Digital Executive Producer - 6310	1-2, 4-7, 9, 11-15	7
Anchor Weekday PM - 6574	1-2, 4-15	8
Account Executive - 6698	1-2, 4-7, 9-15	11
MultiMedia Journalist-6694	1-2, 4-7, 9-15	10
Photographer/nct-6844	1-2, 4-7, 9-15	10
Sales Assistant-6845	1-2, 4-7, 9-15	11
Sales Assistant-6845	1-2, 4-7, 9-15	11
Editor -6940	1-6, 9, 11-15	11
Account Executive - 6993	1-2, 4-6, 9, 11-15	11
Anchor Weekday PM - 7305	1-7, 9-15	7
Executive Producer	1-2, 4-6, 9-15	10
Digital MultiMedia Journalist-Jacksonville-7826	1-2, 4-6, 9-15	10
MultiMedia Journalist-7954	1-6, 9-15	3
Commercial Producer	1-2, 4-9, 11-15	11
News Producer	1-2, 4-7, 10-15	11

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

<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	Beaufort Community College 5337 US Hwy 64 East Washington, North Carolina 27889 Phone : 252-940-6353 Email : careerservices@beaufortccc.edu Fax : 1-252-940-6352 Sandy McFadden	N	0
2	Career Services - UNC Pembroke P.O. Box 1510 Pembroke, North Carolina 28732 Phone : 910-521-6270 Email : brenda.bullard@uncp.edu Fax : 1-910-521-6166 Brenda Bullard	N	0
3	CareerBuilder.com	N	3
4	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 919-718-7257 Url : <a href="http://www.cccc.edu/careercenter/">http://www.cccc.edu/careercenter/</a> Email : bfreeman@ccc.edu Billy Freeman	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
6	Howard University School of Communication Office of Career Development 525 Bryant Street NW, #107C Washington, District of Columbia 20059 Phone : 202-806-1518 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : cdudley@howard.edu Fax : 1-202-806-4907 Carol Dudley	N	0
7	Indeed.com	N	18
8	Internal Promotion	N	3

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9	Lenoir Community College P.O. Box 188 Hwy 58 South Kinston, North Carolina 28502 Phone : 252-233-6816 Email : flgaskins20@lenoircc.edu Fax : 1-252-233-6879 Sherry Irsik	N	0
10	Linked In	N	35
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	29
12	North Carolina Association of Broadcasters 150 Fayetteville Street Suite 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Email : info@ncbroadcast.com Fax : 1-919-834-8880 Gail Summerville	N	0
13	Pitt Community College P.O. Drawer 7007 Greenville, North Carolina 27835 Phone : 252-493-7245 Email : careerservices@email.pittcc.edu Arwen Parris	N	0
14	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
15	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>88</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	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the North Carolina Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	9/21/2020	Provision of training to management	The Station completed 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.	8	VP/GM News Director Creative Services director Chief Engineer
3	12/1/2020	Establishment of training programs for station personnel	The Station has an established Training Program that allows Station personnel to acquire skills that could qualify them for higher level positions. During the reporting term, there were 3 participants.	3	Program Director Sales Assistant Sales Assistant
4	4/14/2021	Co Sponsoring Job Fair	The Station sponsored the ECU School of Communication 2021 Career Fair. The Station made a financial contribution and participated as a panelist to meet with individuals and discuss interviewing for and obtaining employment at the station and in the broadcasting industry.	1	News Director