

# WNCT-TV

## 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive - 8440	1-2, 4-7, 9-12	7
MultiMedia Journalist-9745	1-2, 4-12	9
Weekend Anchor/MMJ - 10658	1-2, 4-12	9
Photographer - 10611	1-2, 4-7, 9-12	7
Weekend Sports Anchor-11062	1-2, 4-12	7
MultiMedia Journalist-11061	1-2, 4-12	9
Promotions Producer-11551	1-2, 4-6, 9-12	9
Digital Content Producer-11674	1-2, 4-7, 9-12	7
News Producer-11669	1-2, 4-7, 9-12	9
Weekend Anchor/MMJ - 11946	1-2, 4-12	8
Digital Content Producer - 12117	1-2, 4-12	8
Account Executive - Jacksonville, NC - 12119	1-2, 4-7, 9-12	9
Weekend Meteorologist - 12306	1-2, 4-6, 8-12	8
News Editor - 12398	1-2, 4-12	8
Morning News Producer - 12960	1-2, 4-7, 9-12	9
Digital Reporter - 12967	1-2, 4-12	7
Sales Assistant - 13034	1-2, 4-6, 9-12	9
Creative Services Director - 13117	1-2, 4-12	9
Local Sales Manager - 13118	1-2, 4-6, 9-12	9
Lifestyle Show Reporter - 13315	1-6, 8-12	9
Production Technician - 13522	1-2, 4-7, 9-12	7
Digital Content Producer - 13567	1-6, 8-12	9
News Producer - 13568	1-2, 4-12	8
Senior Marketing Producer - 14280	1-2, 4-7, 9-12	9
Lifestyle Show Host/Producer - 14281	1-12	8

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
MultiMedia Journalist - 14977	1-2, 4-6, 8-12	9
Lifestyle Show Videographer/Editor - 15041	1-2, 4-7, 9-12	9
Digital Content Producer - 15441	1-2, 4-7, 9-12	7
Weekend Anchor/MMJ - 16112	1-2, 4-6, 8-12	9
Promotions Producer - 16236	1-2, 4-12	8
Morning News Anchor/Producer - 16267	1-2, 4-6, 8-12	8
Newscast Director - 16861	1-12	9
Production Technician - 18201	1-2, 4-12	8

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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	4
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	49
8	Linked In	N	33

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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>
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37
10	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
11	Pitt Community College P.O. Drawer 7007 Greenville, North Carolina 27835 Phone : 252-493-7245 Email : careerservices@email.pittcc.edu Arwen Parris	N	0
12	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>123</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	3/15/2022	Co Sponsoring Job Fair	The Station sponsored the ECU School of Communication 2022 Career Fair. The Station made a financial contribution and participated in the Career Panel and Career Fair. The Station personnel were able to meet with individuals from the community and discuss vacancies at the station and in the broadcasting industry.	4	Creative Services Director Senior Marketing Producer MultiMedia Journalist News Producer
3	7/12/2022	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.	10	VP/GM General Sales Manager News Director Chief Engineer