

WNCT-TV
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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
Account Executive Jacksonville	1-2, 4-7, 10-12	7
Morning Meteorologist	1-2, 4-7, 9-12	9
MultiMedia Journalist	1-2, 4-7, 10-12	10
Weekend Meteorologist/MMJ	1-7, 10-12	10
Sales Assistant	1-2, 4-7, 10-12	7
MultiMedia Journalist	1-2, 4-7, 9-12	10
Integrated Digital Specialist	1-2, 4-6, 10-12	10
Account Executive	1-2, 4-7, 10-12	7
Account Executive	1-2, 4-7, 10-12	10
Account Executive	1-2, 4-7, 10-12	10
Account Executive	1-2, 4-7, 10-12	10
Account Executive	1-2, 4-7, 10-12	10
Creative Services Producer	1-2, 4-12	8
Digital Content Producer	1-2, 4-6, 9-12	9
Account Executive - Jacksonville	1-2, 4-7, 10-12	7
Digital Reporter	1-2, 4-6, 9-12	9
News Producer	1-2, 4-6, 9-12	9
Broadcast Engineer	1-2, 4-7, 10-12	7
Creative Services Director	1-2, 4-7, 10-12	10
News Editor	1-2, 4-6, 9-12	10
Production Technician	1-2, 4-7, 9-12	7
Maintenance Technician	1-2, 4-6, 9-12	10
News Producer	1-2, 4-6, 9-12	10
Commercial Producer	1-7, 9-12	3
AM News Anchor/Producer	1-6, 9-12	3

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I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
IT Network Engineer	1-2, 4-6, 9-12	9
Assistant News Director	1-2, 4-12	8
Operations Technician	1-2, 4-7, 9-12	7

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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	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 : http://www.cccc.edu/careercenter/ Email : bfreeman@ccc.edu Billy Freeman	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com 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 : http://www.howard.edu Email : cdudley@howard.edu Fax : 1-202-806-4907 Carol Dudley	N	0
7	Indeed.com	N	40
8	Internal Promotion	N	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Linked In	N	25
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37
11	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
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			107

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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	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	4/12/2023	Co Sponsoring Job Fair	The Station sponsored the ECU School of Communication 2023 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.	3	News Director Creatives Services Director Anchor/MMJ