

WZDX
EEO PUBLIC FILE REPORT
December 1, 2016 - November 21, 2017

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
General Sales Manager	2-4, 6-11, 13, 16-17, 20, 23-24, 26, 28, 30-36	11
News Producer	2-4, 6-10, 13, 16-17, 20, 23-24, 26, 28, 30-36	23
Master Control Operator	1, 4, 7, 9-14, 16, 18, 23, 27-28, 30	11
Reporter, Multimedia Journalist	2, 7, 9-11, 20, 23, 28-29	29
Reporter, Multimedia Journalist	2, 7, 9-11, 20, 23, 28-29	11
Sales Assistant	2-4, 6-11, 13-14, 16-18, 20, 23-24, 26, 28, 30-36	11
Sales Assistant	2-4, 6-11, 13-14, 16-18, 20, 23-24, 26, 28, 30-36	18
Sales Assistant	2-4, 6-11, 13-14, 16-18, 20, 23-24, 26, 28, 30-36	11
Account Executive	2-11, 13, 16-18, 20, 22-26, 28, 32-33, 35-36	18
Account Executive	2-11, 13, 16-18, 20, 22-26, 28, 32-33, 35-36	11
Integrated Digital Specialist	2-4, 6-11, 13, 16-17, 20-21, 23-24, 26, 28, 31-33, 35-36	11
Administrative Assistant	2-4, 6-11, 13, 16-17, 20-21, 23, 26, 28, 31-33, 35-36	23
Motion Graphics Designer	2-4, 6-10, 13, 15-17, 20-21, 23-24, 26, 28, 30-33, 35-36	15
News Director	2-4, 6-10, 13, 15-17, 20, 23-24, 26, 28, 30-33, 35-36	23
General Sales Manager	2-4, 6-11, 13, 15-17, 19-20, 23-24, 26, 28, 30-33, 35-36	15
News Producer	2-4, 6-10, 13-14, 16-17, 19-20, 23-24, 26, 28, 30-33, 35-36	23
Local Sales Manager	2-4, 6-11, 13, 16-17, 20, 23-24, 26, 28, 30-33, 35-36	11

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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
1	Advertisement-TV	N	1
2	Alabama A&M University 4900 Meridian Street North Normal, Alabama 35762 Phone : 256-372-5690 Url : http://www.aamu.edu Angel Lee Manual Posting	N	0
3	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Lesa Rice	N	0
4	Alabama Career Center 2535 Sparkman Drive NW Huntsville, Alabama 35810 Phone : 256-851-0537 Url : http://www.joblink.alabama.gov Email : jaquata.stovall@alcc.alabama.gov Jaquata Stovall	Y	0
5	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
6	Alabama State University 915 South Jackson St Kilby Hall, Room 2 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu Jeremy Hodge Manual Posting	N	0

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7	Athens State University 300 North Beaty Street Athens, Alabama 35611 Phone : 256-233-8146 Url : http://www.athens.edu Email : saralyn.mitchell@athens.edu Saralyn Mitchell	N	0
8	Birmingham Southern University 900 Arkadelphia Road Box 549010 900 Birmingham, Alabama 35254 Phone : 205-226-4719 Url : http://www.bsc.edu Email : mlebeau@bsc.edu Michael Lebeau	N	0
9	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
10	Calhoun Community College PO Box 2216 Decatur, Alabama 35609 Phone : 256-306-2602 Url : http://www.calhoun.edu Kelli Morris Manual Posting	N	0
11	Employee Referral	N	16
12	GlassDoor	N	1
13	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4562 Url : http://www.huntingdon.edu Email : ccv@hawks.huntingdon.edu Sherry Lacey	N	0
14	Indeed.com	N	4
15	Internal Promotion	N	5

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16	Jacksonville State University 207 Merrill Hall 700 Pelham Road N. Jacksonville, Alabama 36265 Phone : 256-782-5482 Url : http://www.jsu.edu Email : careerservices@jsu.edu Rebecca Turner	N	0
17	JF Drake Technical College 3421 Meridian Street N. Huntsville, Alabama 35811 Phone : 256-551-3116 Url : http://www.dstc.cc.al.us Email : donyale.jones@drakestate.edu Donyale Jones	N	0
18	Job Fair	N	3
19	Linked In	N	2
20	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Rich Everitt Manual Posting	N	0
21	NAACP - Huntsville Chapter PO Box 3237 Huntsville, Alabama 35810 Phone : 256-6587-0313 Url : http://huntsvillemadisoncounty.naacp-al.org/ Email : afsams@comcast.net Alice Sams	N	0
22	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Oakwood University 7000 Adventist Blvd. NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : spaul@oakwood.edu Fax : 1-256-726-7139 Sonia Paul	N	0
25	Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement	N	0
26	Samford University 800 Lakeshore Drive University Center Room 205 Birmingham, Alabama 35229 Phone : 205-726-2578 Url : http://www.samford.edu Email : career@samford.edu Heather Averett	N	0
27	Station's Facebook Page	N	1
28	Still Serving Veterans 626 Clinton Avenue West Suite 200 Huntsville, Alabama 35801 Phone : 256-883-7035 Url : https://ssv.org Email : wkoch@stillservingveterans.org William Koch	Y	0
29	TVJobs.com	N	2
30	University of Alabama 3400 Ferguson Student Center BOX 870301 Tuscaloosa, Alabama Phone : 205-348-2128 Url : www.ua.edu Linda Carden Manual Posting	N	0

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31	University of Alabama Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256-824-5275 Url : http://www.uah.edu Email : chargerjobs@uah.edu Laura Taylor	N	0
32	University of Montevallo Station 6625 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu Angie Kelly Manual Posting	N	0
33	University of North Alabama 202 Guillot University Center UNA Box 5066 Florence, Alabama 35632 Phone : 256-765-4276 Url : http://www.una.edu Kay Wammack Manual Posting	N	0
34	University of South Alabama 390 Alumni Circle Meisler Hall Mobile, Alabama 36688 Phone : 251-460-6188 Url : http://www.southalabama.edu Beverly Green	N	0
35	Virginia College 2021 Drake Avenue Huntsville, Alabama 35805 Phone : 256-424-4276 Url : http://www.vc.edu Email : jason.williams@vc.edu Jason Williams	N	0
36	Wallace State Community College 801 Main Street NW Hanceville, Alabama 35077 Phone : 256-352-8178 Url : http://www.wallacestate.edu Email : jamie.blackmon@wallacestate.edu Jamie Blackmon	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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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	1/25/2017	Participation in Job Fairs	Attended the University of Alabama Huntsville's Career Fair in Huntsville, AL	2	Productions Operations Manager Accounting Assistant/Recruiter
2	2/5/2017	Establishment of an intern program designed to assist members of the community	Station hosted a news/production intern from the University of Alabama in Huntsville.	1	Intern
3	3/1/2017	Participation in events sponsored by community groups	Attended an Employer Round Table Event held at Alabama A&M University in Huntsville. The event was designed to give area employers the opportunity to speak with students about their businesses, the types of careers opportunities available, and help guide students along the correct paths to their desired careers.	3	Production Operations Manager (news) Sports Director Weekend Director
4	3/21/2017	Participation in events sponsored by community groups	Attended the Alabama Department of Labor Job Fair	3	Accounting Assistant/Recruiter Human Resources Assistant VP/General Manager
5	4/12/2017	Participation in events sponsored by community groups	Attended the Alliance for Opportunity and Development Community Career Fair	3	Accounting Assistant/Recruiter Human Resources Assistant Production Operations Manager (news)
6	5/4/2017	Participation in Job Fairs	Attended Community career fair held at Virginia College in Huntsville, Alabama	2	Accounting Assistant/Recruiter Production Operations Manager
7	5/5/2017	Participation in Job Fairs	Attended the Spring 2017 Career Week Events at Alabama A&M University in Huntsville, AL.	2	Productions Operations Manager (news) Audio/Video Tech
8	5/12/2017	Establishment of an intern program designed to assist members of the community	Hosted an Intern from Mississippi State University	1	Intern Chief Meteorologist
9	7/14/2017	Participation in Job Fairs	Attended the Ability Job Fair at UAH (University of Alabama Huntsville)	2	Production Manager Accounting Assistant
10	11/21/2017	Establishment of an intern program designed to assist members of the community	Hosted News Production Intern from University of North Alabama. Individual shadowed manager to learn technical aspects of news production.	1	News Production Manager