

**WZDX**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

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
Sales Assistant	1-8, 10-11, 14-15, 18, 20, 22, 25-26, 28-33	11
Chief Engineer	1-8, 10, 12, 14-15, 18, 20, 22, 25-26, 28-34	12
Weekend Anchor/Reporter	1-8, 10-11, 14-15, 18, 20, 22, 25-26, 28-34	20
Weekend Meteorologist/MMJ	1-8, 10, 14-15, 18, 20, 22, 25-34	27
Photographer/MultiMedia Journalist	1-8, 10-12, 14-15, 18, 20, 22, 25-26, 28-34	12
Weekend Sports Anchor	1-8, 10, 13-15, 18, 20, 22, 25-34	13
Assistant Chief Engineer	1-10, 12, 14-15, 17-18, 20, 22, 25-34	12
Integrated Digital Specialist	1-8, 10, 12, 14-15, 17-18, 20, 22, 25-26, 28-34	12
News Anchor Reporter	1-8, 10, 14-15, 17-18, 20, 25-34	27
MultiMedia Journalist	1-8, 10, 14-15, 18, 20, 25-26, 28-34	20
Account Executive	1-10, 14-15, 18, 20, 23, 25-26, 28-34	9
Account Executive	1-10, 14-15, 18, 20, 23, 25-26, 28-34	23
Digital Systems Engineer	1-4, 6-8, 10-11, 14-15, 18, 20, 25-26, 28-31, 33-34	20
Digital Media Manager	1-4, 6-8, 10, 14-16, 18, 20, 25-26, 28-34	20
Technical Director	20-21	20
Account Executive	21	21
Account Executive	24	24
Digital Content Reporter	1-4, 6-8, 10, 14-15, 18, 20, 22, 25-26, 28-34	20
Master Control Operator	1-4, 6-8, 10, 14-15, 17-18, 20, 22, 25-26, 28-34	17
Xpression Graphics Operator/Production Asst	1-4, 6-8, 10, 14-15, 18, 20-22, 25-26, 28-34	21
Sales Assistant	1-4, 6-8, 10, 14-15, 18-22, 25-26, 28-34	21

**WZDX****EEO PUBLIC FILE REPORT****December 1, 2017 - November 30, 2018****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	Alabama A&M University 4900 Meridian Street North Normal, Alabama 35762 Phone : 256-372-5690 Url : <a href="http://www.aamu.edu">http://www.aamu.edu</a> Email : <a href="mailto:angel.lee@aamu.edu">angel.lee@aamu.edu</a> Angel Lee	N	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="http://www.al-ba.com">http://www.al-ba.com</a> Email : <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a> Lesa Rice	N	0
3	Alabama Career Center 2535 Sparkman Drive NW Huntsville, Alabama 35810 Phone : 256-851-0537 Url : <a href="http://www.joblink.alabama.gov">http://www.joblink.alabama.gov</a> Email : <a href="mailto:jaquata.stovall@alcc.alabama.gov">jaquata.stovall@alcc.alabama.gov</a> Jaquata Stovall	Y	0
4	Alabama State University 915 South Jackson St Kilby Hall, Room 2 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : <a href="http://www.alasu.edu">http://www.alasu.edu</a> Jeremy Hodge Manual Posting	N	0
5	Athens State University 300 North Beaty Street Athens, Alabama 35611 Phone : 256-233-8146 Url : <a href="http://www.athens.edu">http://www.athens.edu</a> Email : <a href="mailto:saralyn.mitchell@athens.edu">saralyn.mitchell@athens.edu</a> Saralyn Mitchell	N	0
6	Birmingham Southern University 900 Arkadelphia Road Box 549010 900 Birmingham, Alabama 35254 Phone : 205-226-4719 Url : <a href="http://www.bsc.edu">http://www.bsc.edu</a> Email : <a href="mailto:mlebeau@bsc.edu">mlebeau@bsc.edu</a> Michael Lebeau	N	0

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7	Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
8	Calhoun Community College PO Box 2216 Decatur, Alabama 35609 Phone : 256-306-2602 Url : <a href="http://www.calhoun.edu">http://www.calhoun.edu</a> Kelli Morris Manual Posting	N	0
9	Employee Referral	N	2
10	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4562 Url : <a href="http://www.huntingdon.edu">http://www.huntingdon.edu</a> Email : <a href="mailto:ccv@hawks.huntingdon.edu">ccv@hawks.huntingdon.edu</a> Sherry Lacey	N	0
11	Indeed.com	N	5
12	Internal Promotion	N	4
13	Intracompany Transfer	N	1
14	Jacksonville State University 207 Merrill Hall 700 Pelham Road N. Jacksonville, Alabama 36265 Phone : 256-782-5482 Url : <a href="http://www.jsu.edu">http://www.jsu.edu</a> Email : <a href="mailto:careerservices@jsu.edu">careerservices@jsu.edu</a> Rebecca Turner	N	0
15	JF Drake Technical College 3421 Meridian Street N. Huntsville, Alabama 35811 Phone : 256-551-3116 Url : <a href="http://www.dstc.cc.al.us">http://www.dstc.cc.al.us</a> Email : <a href="mailto:donyale.jones@drakestate.edu">donyale.jones@drakestate.edu</a> Donyale Jones	N	0
16	Job/Bulletin Board	N	1

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17	Linked In	N	4
18	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Rich Everitt Manual Posting	N	0
19	Monster	N	1
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
21	Nexstar's Facebook Page	N	4
22	Oakwood University 7000 Adventist Blvd. NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : <a href="http://www.oakwood.edu">http://www.oakwood.edu</a> Email : <a href="mailto:spaul@oakwood.edu">spaul@oakwood.edu</a> Fax : 1-256-726-7139 Sonia Paul	N	0
23	Professional/Industry Trade Organization	N	1
24	Re-hire	N	1
25	Samford University 800 Lakeshore Drive University Center Room 205 Birmingham, Alabama 35229 Phone : 205-726-2578 Url : <a href="http://www.samford.edu">http://www.samford.edu</a> Email : <a href="mailto:career@samford.edu">career@samford.edu</a> Heather Averett	N	0
26	Still Serving Veterans 626 Clinton Avenue West Suite 200 Huntsville, Alabama 35801 Phone : 256-883-7035 Url : <a href="https://ssv.org">https://ssv.org</a> Email : <a href="mailto:wkoch@stillservingveterans.org">wkoch@stillservingveterans.org</a> William Koch	Y	0
27	TVJobs.com	N	5

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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
28	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
29	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
30	University of Montevallo Station 6625 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu Angie Kelly Manual Posting	N	0
31	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
32	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
33	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

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34	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>40</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	1/16/2018	Establishment of training programs for station personnel	The Station has an established training and mentoring program that allows station personnel to acquire skills that could qualify them for higher level positions. During the reporting term, there was one (1) participant.	2	News Production Mgr MMJ/Photographer
2	2/13/2018	Establishment of an intern program designed to assist members of the community	The Station has an established intern program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.  Station hosted an intern (1) from Alabama A&M University for Spring Semester 2018 and an intern(1) from Jacksonville State University for the Summer 2018 semester.	2	News Production Mgr Intern Sports Director Intern
3	8/27/2018	Provision of training to management	WZDX hosted a meeting with Corporate Counsel, the General Manager, the Hiring Managers (Department Heads), and the HR Business Coordinator.	10	Associate Counsel General Manager HR Business Coordinator General Sales Manager