

WDHN
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 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
Local Sales Assistant/Receptionist	1-6, 8-10, 12-15	8
Multimedia Journalist	1-6, 8-10, 12-15	8
Multimedia Journalist	1-15	7
Reporter, Multi Media Journalist	1-6, 8-10, 12-15	8
News Producer	1-6, 8-10, 12-15	8
Multimedia Journalist	1-6, 8-10, 12-15	8
Multimedia Journalist	1-6, 8-10, 12-15	8
Digital Media Coordinator / MMJ	1-6, 8-10, 12-15	8
Weekend Meteorologist / MMJ	1-6, 8-10, 12-15	8
Digital Content Reporter	1-6, 8-10, 12, 14-15	8
Anchor/ Reporter	1-6, 8-10, 12, 14-15	14
Multimedia Journalist/Reporter	1-6, 8-10, 12, 14-15	8
Chief Engineer	1-2, 4-6, 8-10, 12, 14-15	8
Chief Meteorologist	1-2, 4-6, 8-10, 12, 14-15	8
News Director	1-2, 4-6, 8-10, 12, 14-15	8

Nexstar does not actively distribute job vacancy notices to CareerBuilder.com, LinkedIn, TVJobs, and Indeed.com. however, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

Recruiting Source #3, University of Alabama, was removed from the recruiting list on May 25th, 2021.

Recruiting Source #13, Television Advertising was removed from the recruiting source list on May 14th, 2021.

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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	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Email : lrice@al-ba.com Fax : 1-205-982-0015 Les Rice	N	0
2	Alabama Career Center 787 Ross Clark Circle Dothan, Alabama 36303 Phone : 334-792-2121 Email : kerry.cornelius@alcc.alabama.gov Kerry Cornelius	N	0
3	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334-229-4100 Email : careerservices@alasu.edu Fax : 1-334-229-4485 Jeremy Hodge	N	0
4	Alfred Saliba Family Center 301 W. Lafayette Street Dothan, Alabama 36301 Phone : 334-712-0090 Email : dgeiger@salibacenter.org Debbie Geiger	N	0
5	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Job Listings Manual Posting	N	0
6	Enterprise Chamber Of Commerce P.O. Box 310577 553 Glover Avenue Enterprise, Alabama 36331 Phone : 334-347-0581 Email : info@enterprisealabama.com Abby Hutto	N	0
7	Indeed.com	N	1

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8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	50
9	Troy University 500 University Drive University Avenue - Troy Dothan, Alabama 36303 Phone : 334-983-6556 Email : jkrist@troy.edu Joann Krist	N	0
10	Troy University (TSUD) University Avenue Troy, Alabama 36082 Job Listings Manual Posting	N	0
11	TVJobs.com	N	1
12	Wallace College 1141 Wallace Drive Dothan, Alabama 36303 Phone : 334-983-3521 Url : https://www.wallace.edu/ Email : amberedunlap@gmail.com Amber Dunlap	N	0
13	WDHN Television Advertising 5274 E. State Highway 52 Webb, Alabama 36376 Phone : 3347931818 R Ware Manual Posting	N	0
14	www.dothanfirst.com 5274 E. State Hwy 52 Webb, Alabama 36376 Phone : 334-793-1818 Job Listings Manual Posting	N	1

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			53

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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 Alabama Broadcasters Association, a media/trade organization with a broad-based membership, including participation of women and minorities.	4	VP/General Manager HR News Director Production Manager
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted three (3) interns, from Troy University (TSU) during the 2021 Summer Semester; one (1) intern, from Valparaiso University during the 2021 Fall Semester; and one (1) intern, from Hampton University during the 2021 Summer Semester.</p>	4	VP/General Manager News Director BA/HRPOC Production Manager
3	8/17/2021	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Station conducted 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.	6	VP/General Manager News Director Production Manager Creative Services Director Chief Engineer General Sales Manager