

WDHN
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 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
IT/Assistant Engineer	1-5, 8-13	8
Assignment Editor	1-5, 8-13	8
Multi-Media Journalist	1-5, 8-13	8
Digital Media Coordinator, MMJ	1-5, 7-13	7
Multi-Media Journalist	1-5, 8-13	8
Newscast Director	1-5, 8-13	8
Assistant Chief Engineer	1-5, 8-13	8
Creative Services Producer	1-5, 8-13	8
Sports Director / Anchor	1-5, 8-13	8
News Producer	1-5, 7-13	7
Digital Producer	1-6, 8-13	6

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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 Les Rice Manual Posting	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	Alfred Saliba Family Center 301 W. Lafayette Street Dothan, Alabama 36301 Phone : 334-712-0090 Email : dgeiger@salibacenter.org Debbie Geiger	N	0
4	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Job Listings Manual Posting	N	0
5	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
6	Indeed.com	N	1
7	Linked In	N	2
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	35

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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
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	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
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
13	www.wdhn.com 5274 E. State Hwy 52 Webb, Alabama 36376 Phone : 334-793-1818 Job Listings Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			38

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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	Establishment of an intern program designed to assist members of the community	<p>The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p> <p>The Station hosted one (1) intern from Texas Tech University during the 2022 Spring Semester.</p> <p>The Station hosted one (1) intern from Full Sail University during the 2022 Fall Semester.</p>	5	VP/General Manager News Director Chief Meteorologist Production/CS Manager
2	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 Career Center, a general job bank.	3	VP/General Manager News Director HR
3	11/3/2022	Provision of training to management	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.	7	VP/General Manager Chief Engineer GSM News Director