

**WGMB / WBRL / KZUP**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
AM Anchor / Reporter	1, 3, 8-11, 13-14	1
Technical Director	1, 3, 5, 8-11, 13-14	5
Executive Producer	1, 3-4, 8-11, 13-14	9
Political Reporter	1, 3, 7-11, 13-14	7
News Anchor	1, 3-4, 8-11, 13-14	4
Account Executive	1, 3-4, 7-11, 13-14	9
MMJ / Reporter	1, 3, 7-11, 13-14	9
MMJ	1, 3, 7-11, 13-14	9
News Producer	1, 3-4, 8-11, 13-14	4
Digital Content Producer	1, 3, 8-11, 13-14	1
Weekend Anchor / Reporter	1, 3, 6, 8-11, 13-14	6
MMJ	1, 3-4, 7-11, 13-14	7
News Producer	1, 3-4, 7-11, 13-14	9
News Photographer	1, 3, 7-11, 13-14	9
Weekend Digital Producer	1, 3-4, 8-11, 13-14	9
News Director	1, 3, 7-11, 13-14	9
Meteorologist	1, 3-4, 8-11, 13-14	4
IT Engineer	1-4, 8-11, 13-14	4
Weekend Meteorologist	1, 3, 7-11, 13-14	1
Sports Reporter	1, 3, 7-14	12
Assignments Editor	1, 3-4, 7-11, 13-14	4
Digital Content Producer	1, 3, 8-11, 13-14	11
News Producer	1, 3, 8-11, 13-14	1
Account Executive	1, 3, 8-11, 13-14	1
Weekend Meteorologist	1, 3, 8-11, 13-14	9

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
New Anchor	1, 3, 7-11, 13-14	9
Sales Assistant	1, 3-4, 8-11, 13-14	9
Weekend News Anchor / Reporter	1, 3, 7-11, 13-14	9
News Producer	1, 3, 7-11, 13-14	7
New Anchor	1, 3, 7-11, 13-14	7
Account Executive	1, 3, 8-11, 13-14	1
MMJ	1, 3-4, 8-11, 13-14	9
New Anchor	1, 3, 7-11, 13-14	9
Account Executive	1, 3, 5, 8-11, 13-14	5
Integrated Digital Specialist	1, 3, 8-11, 13-14	1

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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	brproud.com 10000 Perkins Road Baton Rouge, Louisiana 70810 Phone : 225-768-9144 Url : <a href="http://www.brproud.com">http://www.brproud.com</a> Tracy Granier Manual Posting	N	16
2	CareerBuilder.com	N	1
3	Handshake 10000 Perkins Road WGMB-TV Baton Rouge, Louisiana 70810 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Tracy Granier Manual Posting	N	1
4	Indeed.com	N	14
5	Internal Promotion	N	2
6	Job/Bulletin Board	N	1
7	Linked In	N	33
8	Louisiana Association of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Suzette Daniel Manual Posting	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	45
10	RTDNA 527 14th St NW Ste 1240 Washington, District of Columbia 200045 Url : <a href="https://rtdna.site-ym.com/networking/job_postings">https://rtdna.site-ym.com/networking/job_postings</a> . Karen Hansen Manual Posting	N	0

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<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>
11	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Mark Holloway Manual Posting	N	3
12	TVJobs.com	N	1
13	Women In Media PO Box 80215 Baton Rouge, Louisiana 70898-0215 Phone : 2257690044 Url : <a href="http://www.womeninmediabr.com/jobs">http://www.womeninmediabr.com/jobs</a> Laurie Hardison Manual Posting	N	0
14	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>117</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	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The SEU has established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The SEU hosted two (2) interns from Louisiana State University and Southern University during the 2021 Spring semester. The SEU hosted one (1) intern from Louisiana State University during the 2021 Summer semester.</p>	2	News Director Chief Meteorologist Digital Sales Manager
2	2/24/2021	Participation in Job Fairs	The Stations participated in Southern University's online job fair. Station personnel met with potential job applicants.	1	News Director
3	10/20/2021	Hosting of Job Fair	The SEU hosted a virtual job fair. SEU personnel were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	1	Director of Sales
4	1/31/2022	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Louisiana Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	2	General Manager Business Administrator