

WGMB / WBRL / KZUP
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Commercial Producer	2, 4-5, 8-11, 13-14	5
MMJ	2, 4, 7-14	9
Sales Assistant	2, 4, 8-11, 13-14	2
Account Executive	2, 4, 8-11, 13-14	2
Weekend Digital Producer	2, 4, 7-11, 13-14	7
Digital Content Producer	2, 4, 7-11, 13-14	7
Account Executive	2, 4, 8-11, 13-14	2
HR Business Administrator	2, 4-5, 7-11, 13-14	5
Maintenance Engineer	2, 4, 6, 8-11, 13-14	6
Sports Reporter	2, 4, 8-11, 13-14	11
Account Executive	2, 4, 7-11, 13-14	7
Digital Content Manager	2, 4, 7-11, 13-14	7
Sales Assistant	5, 7, 9	5
Account Executive	2, 4-5, 8-11, 13-14	9
Meteorologist	2, 4-5, 8-11, 13-14	5
Digital Producer	1-2, 4-6, 9, 14	6
Engineering Assistant	2, 4, 6, 9, 14	6
Digital Media Manager	1-2, 4-5, 9, 14	9
Account Executive	1-2, 4-5, 9, 14	5
Account Executive	1-2, 5, 9, 14	5
Weekend News Anchor / Reporter	1-6, 8-9, 11, 13-14	3
New Anchor	1-3, 8-9, 11, 14	3
MMJ	1-2, 4, 7-9, 11, 13-14	9
Account Executive	1-2, 9, 14	9

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	BRAC 564 Laurel St. Baton Rouge, Louisiana 70801 Phone : 2253817140 Url : https://br.works/ Maggi Spurlock Manual Posting	N	0
2	brproud.com 10000 Perkins Road Baton Rouge, Louisiana 70810 Phone : 225-768-9144 Url : http://www.brproud.com Tracy Granier Manual Posting	N	11
3	Employee Referral	N	4
4	Handshake 10000 Perkins Road WGMB-TV Baton Rouge, Louisiana 70810 Url : https://app.joinhandshake.com/ Tracy Granier Manual Posting	N	0
5	Indeed.com	N	12
6	Internal Promotion	N	5
7	Linked In	N	23
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	8

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10	RTDNA 527 14th St NW Ste 1240 Washington, District of Columbia 200045 Url : https://rtdna.site-ym.com/networking/job_postings . Karen Hansen Manual Posting	N	0
11	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com 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 : http://www.womeninmediabr.com/jobs Laurie Hardison Manual Posting	N	0
14	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:			67

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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	2/12/2022	Participation in Job Fairs	The SEU participated in Louisiana Association of Broadcasters Student Workshop & Job Fair	1	News Director
2	2/22/2022	Participation in events sponsored by organizations representing the community	SEU participated in a local high schools (McKinley High School) Career Fair. This Career Day was set to highlight jobs in different fields. Our representative was able to give insight into working in the broadcasting field.	1	Anchor
3	9/19/2022	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The SEU hosted one intern, from East Baton Rouge Parish School District, during the Fall of 2022 Semester	2	Creative Services Director Business Manager
4	1/19/2023	Provision of training to management	WGMB/WVLA/WBRL/KZUP [or SEU] 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	