

WDHN
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
IT/Maintenance engineer	1-2, 4-6, 9, 13, 15-16	9
News/Production Assistant	1-2, 4-7, 9, 12-16	16
News/Production Assistant	1-2, 4-7, 9, 12-16	9
News/Production Assistant	1-2, 4-7, 9, 12-16	9
News/Production Assistant	1-2, 4-7, 9, 12-16	16
News/Production Assistant	1-2, 4-7, 9, 12-16	13
News/Production Assistant	1-2, 4-7, 9, 12-16	16
Coordinator, Promotions	2, 9, 16	2
Sports Anchor/Reporter	1-2, 4-7, 9, 12-14, 16	9
MultiMedia Journalist/Reporter	1-2, 4-6, 9, 13-16	6
MultiMedia Journalist/Reporter	1-2, 4-6, 9, 13-16	13
Anchor, News	9	9
Meteorologist, Chief	2, 13, 15-16	16
Manger, Production	2, 15-16	16
Administrator, HR Business	9, 16	9
Account Executive	1-2, 4-7, 9, 12-14, 16-17	9
Internet Digital Services Manager	1-10, 12-14, 16-17	9
Production Assistant	1-2, 4-7, 9, 12-14, 16-17	13
Digital Content Reporter	6, 8-9, 11-13, 16-17	9

WDHN

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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 Lesa Rice	N	4
2	Alabama Career Center 787 Ross Clark Circle Dothan, Alabama 36303 Phone : 334-792-2121 Email : mary.grimmer@alcc.alabama.gov Fax : 1-334-792-2124 Mary Grimmer	N	8
3	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
4	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
5	Alfred Saliba Family Center 301 W. Lafayette Street Dothan, Alabama 36301 Phone : 334-712-0090 Email : dgeiger@salibacenter.org Debbie Geiger	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Job Listings Manual Posting	N	5

WDHN

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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
7	Enterprise Chamber Of Commerce P.O. Box 310577 553 Glover Avenue Enterprise, Alabama 36331 Phone : 334-347-0581 Email : info@enterprisealabama.com Christina Quinones	N	0
8	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	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	24
10	Radio Online Alabama Phone : (806) 352-7503 Url : www.jobs.radio-online.com Fax : (806) 352-3677 Director of Placement	N	0
11	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Email : jcurrie@stillman.edu Fax : 1-205-366-8824 Jacqueline Currie	N	0
12	The Dothan Eagle 246 N. Oates Street Dothan, Alabama 36303 Phone : 334-702-2613 Kimberly Hewett Manual Posting	N	0
13	Troy University (TSUD) University Avenue Troy, Alabama 36082 Job Listings Manual Posting	N	7

WDHN

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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
14	Troy University-Dothan 500 University Drive Dothan, Alabama 36303 Phone : 334-983-6556 Email : jkrist@troy.edu Joann Krist	N	0
15	Wallace College 1141 Wallace Drive Dothan, Alabama 36303 Phone : 334-983-3521 Email : adunlap@wallace.edu Amber Dunlap	N	2
16	www.dothanfirst.com 5274 E. State Hwy 52 Webb, Alabama 36376 Phone : 334-793-1818 Job Listings Manual Posting	N	12
17	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

WDHN

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/1/2018	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 during the 2018 Summer semester.</p>	10	General Manager News Director Admin/HR Assistant Production Manager
2	1/1/2018	Establishment of a mentoring program	<p>The Station has an established mentoring program that allows Station personnel to acquire skills that could qualify them for higher level positions.</p> <p>During the reporting period six (6) employees participated in this program.</p>	8	Office Manager/HR News Director Production Manager VP/GM
3	4/10/2018	Participation in Job Fairs	WDHN participated at the 2018 Troy University Spring Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry and provided guidance on how and where to apply for jobs at Nexstar.	2	Promotions Assistant Administrative/HR Assistant
4	7/18/2018	Participation in Job Fairs	WDHN participated in Fort Rucker 2018 Job Fair. Station personnel were able to meet with potential job applicants and provided guidance on how and where to apply for jobs at Nexstar.	2	Promotions Assistant Local Sales Manager
5	7/24/2018	Participation in other activities designed by the station employment unit	<p>WDHN established the "Open Door to Broadcasting" program in which small organizational groups, individuals or groups of individuals can obtain practical information in all areas of our operations including news, production, sports and weather for periods of two to six hours and provides "a day in the life at a television station." The program includes, but is not limited to meetings with station personnel, production how-to's and live newscast viewing. Employees participate by explaining what they do or how things work.</p> <p>The station hosted four(4) groups during the reporting period.</p>	7	Promotions Assistant News Director Production Director Production Manager

WDHN

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	9/27/2018	Participation in events or programs sponsored by educational institutions	WDHN participated in J-Day (Journalism Day) sponsored by Troy University to educate future college students about the options they have when choosing a career path in the fields of journalism or communication.	2	News Director Reporter/Digital Media
7	10/22/2018	Participation in events sponsored by community groups	WDHN participated in the Chrysalis Halloween Community Education Event. Station personnel were able to discuss broadcasting jobs in general and at the station. General questions were answered about the industry.	1	Promotions Coordinator
8	10/30/2018	Provision of training to management	WDHN management and supervisory personnel completed two - one hour EEO training programs : The FCC's EEO Rules: You, Your Station, and #METOO - Best practices for insuring your station is fulfilling your EEO recruitment requirements and, Avoiding Pitfalls of Sexual Harassment in the #METOO ERA - Creating and maintaining a work environment free of sexual harassment.	9	Office Manager/HR Production Manager Chief Engineer Programming Manager