

WDHN
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Digital Media Manager	1-8, 10-11, 13-16, 18-20	13
Reporter, Multi Media Journalist	3-8, 11, 14-16, 18-20	15
Digital Producer	2-8, 11-12, 14-16, 18-20	2
Digital Producer	2-8, 11-12, 14-16, 18-20	11
Morning Meteorologist	3-9, 11, 13-16, 18-20	9
Production Assistant	2-8, 11, 14-16, 18-20	2
Reporter, Multi Media Journalist	2-8, 11, 14-16, 18-20	2
Meteorologist, Chief	3-8, 11, 14-20	17

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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	Advertisement-Print	N	1
2	Advertisement-TV	N	4
3	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	0
4	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	0
5	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
6	Alfred Saliba Family Center 301 W. Lafayette Street Dothan, Alabama 36301 Phone : 334-712-0090 Email : dgeiger@salibacenter.org Debbie Geiger	N	0
7	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Job Listings Manual Posting	N	0
8	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
9	Indeed.com	N	1

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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
10	Job/Bulletin Board	N	1
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	7
12	Nexstar's Facebook Page	N	1
13	Station's Facebook Page	N	2
14	The Dothan Eagle 246 N. Oates Street Dothan, Alabama 36303 Phone : 334-702-2613 Kimberly Hewett Manual Posting	N	0
15	Troy University (TSUD) University Avenue Troy, Alabama 36082 Job Listings Manual Posting	N	6
16	Troy University-Dothan 500 University Drive Dothan, Alabama 36303 Phone : 334-983-6556 Email : jkrist@troy.edu Joann Krist	N	0
17	TVJobs.com	N	1
18	Wallace College 1141 Wallace Drive Dothan, Alabama 36303 Phone : 334-983-3521 Url : https://www.wallace.edu/ Email : amberedunlap@gmail.com Amber Dunlap	N	1
19	www.dothanfirst.com 5274 E. State Hwy 52 Webb, Alabama 36376 Phone : 334-793-1818 Job Listings Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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:			27

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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	1/1/2019	Establishment of training programs for station personnel	The Station has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career. During the current reporting term there were two participants.	3	Production Director News Director/Anchor Digital Content Producer
2	1/1/2019	Establishment of an intern program designed to assist members of the community	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. The Station hosted two (2) interns from the Troy University during the 2019 Summer Semester.	2	News Director/Anchor Production Director Assistant Chief Engineer Reporter
3	2/18/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker during the Troy University School of Journalism Symposium. He spoke about the industry in general and career preparation.	1	News Director/Anchor
4	4/29/2019	Participation in Job Fairs	The Station participated at the Dothan City Schools Graduating Senior Job Fair. Station personnel met with potential job applicants	2	Production Manager Promotions Director
5	7/31/2019	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ft. Rucker, The Alabama Department of Labor, Enterprise State Community College, Army Community Service and the U.S. Army Transition Assistance Program. The Station provided administrative and advertising resources. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	2	News Director Promotions Director General Manager
6	8/7/2019	Participation in events or programs sponsored by educational institutions	The Station participated in Florida State University Career Center's FSUshadow program which offers a one-day career related shadowing opportunity to students allowing them to gain exposure to their field of study. The station hosted two (2) students enrolled in journalism or a related field of study.	4	Reporter Promotions Director Bus Mgr/HR News Director/ Anchor.