

**WDHN**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 - November 30, 2020**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Assistant	1-6, 10, 12-13, 15-17	10
Production Assistant	1-6, 10, 12-13, 15-17	16
Anchor, News	1, 3-6, 10, 12-13, 15-18	10
Anchor, News	1-6, 8, 10, 12-13, 15-17	8
Multimedia Journalist	1-6, 10, 12-13, 15-17	10
Multimedia Journalist	1-6, 10, 12-17	14
News Director	1, 3-6, 8-10, 12-13, 15-18	10
Reporter, Multi-Media Journalist	1,3-6, 10, 12-18	10
Multimedia Journalist	1-6, 10, 12-13, 15-17	10
News Producer	1, 3-6, 10, 12-13, 15-18	10
Account Executive	1, 3-6, 10, 12-13, 15-18	10
Production Assistant	1-7, 9-10, 12-13, 15-17	16
Multimedia Journalist	1, 3-7, 10, 12-13, 15-18	10
Account Executive	1, 3-6, 10, 12-13, 15-18	10
Chief Engineer	1-6, 10, 12-13, 15-18	10

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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 Email: lrice@al-ba.com Fax: 1-205-982-0015 Lesa Rice	N	0
2	Alabama Career Center 787 Ross Clark Circle Dothan, Alabama 36303 Phone : 334-792-2121 Email: kerry.comelius@alcc.ala.gov Kerry Cornelius	N	0
3	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
4	Alfred Saliba Family Center 301 W. Lafayette Street Dothan, Alabama 36301 Phone: 334-712-0090 Email : dgeiger@salibacenter.org Debbie Geiger	N	0
5	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone: 760-754-8177 Job Listings Manual Posting	N	0
6	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
7	Indeed.com	N	3
8	Job/Bulletin Board	N	4
9	Linked In	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	56
11	The Dothan Eagle 246 N. Oates Street Dothan, Alabama 36303 Phone: 334-702-2613 KHewett Manual Posting	N	0
12	Troy University 500 University Drive University Avenue - Troy Dothan, Alabama 36303 Phone : 334-983-6556 Email : jkrist@troy.edu	N	0
13	Troy University (TSUD) University Avenue Troy, Alabama 36082 Job Listings Manual Posting	N	0
14	TVJobs.com	N	5
15	Wallace College 1141 Wallace Drive Dothan, Alabama 36303 Phone: 334-983-3521 Url: <a href="https://www.wallace.edu/">https://www.wallace.edu/</a> Email : amberedunlap@gmail.com Amber Dunlap	N	0
16	WDHN Television Advertising 5274 E. State Highway 52 Webb, Alabama 36376 Phone: 3347931818	N	4

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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
17	www.dothanfirst.com 5274 E. State Hwy 52 Webb, Alabama 36376 Phone: 334-793-1818 Job Listings Manual Posting R. Ware	N	2
18	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>79</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	2/12/2020	Participation in Job Fairs	The Station participated at the Valentine's Day Career Fair at TSU Dothan. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Promotions Mgr Production Manager
2	6/18/2020	Participation in events sponsored by community groups	Station personnel virtually participated in the WOW (World of Work) SE Alabama Regional Workforce program... During this event, the Station provided guidance on how and where to apply for jobs at Nexstar, received applications from potential employees and discussed broadcasting jobs in general and at the Station with potential job applicants.	3	General Manager Business Admin Promotions Mgr
3	10/23/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a journalism class at McIntosh High School. She spoke about career decisions and job requirements.	1	Producer
4	8/31/2020	Participation in Job Fairs	Station personnel virtually participated in the Alabama Broadcasters Association's week-long Broadcasting Virtual Job Fair 8/31-9/4. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	General Manager Business Admin Promotions Mgr
5	4/20/2020	Participation in Job Fairs	Station personnel virtually participated in Virtual Alabama with the University of Alabama. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	General Manager Business Admin Promotions Mgr