

WGNO-TV, WNOL-TV
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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2-5, 7-30	8
Account Executive	1-4, 7-30	1
Account Executive	2-4, 7, 9-30	28
News Producer	2-3, 7, 9-30	24
News Producer	2-3, 7, 9-30	28
Newscast Director	2-3, 5, 7, 9-30	5
Weekend Anchor-Multimedia Journalist	2-3, 7-30	8
News Producer	2-3, 7, 9-30	18
Weekend Sports Anchor/Reporter	2-3, 6-7, 9-30	6
Assistant News Director	2-4, 6-7, 9-13, 15, 17-30	6
Executive News Producer	2-3, 7, 9-13, 15, 17-30	18
Account Executive	2-3, 7, 9-13, 15, 17-30	28
Sports Multimedia Journalist-Photographer	2-3, 6-7, 9-13, 15, 17-30	6
Executive Producer of Special Projects	2-3, 6-7, 9-13, 15, 17-30	6
Digital Reporter/Content Producer	2-3, 7-13, 15, 17-30	8
Assignment Desk Editor	2-3, 7, 9-13, 15, 17-30	13
News Photographer/Editor	2-3, 5, 7-13, 15, 17-30	28
Media Coordinator	2-3, 7, 9-13, 15, 17-30	18
News Producer	2-3, 6-7, 9-13, 15, 17-30	6
Good Morning New Orleans Producer	1-3, 7-13, 15, 17-30	3
Sports Multimedia Journalist-Photographer	2-3, 7, 9-13, 15, 17-30	18
Digital Content Manager	2-3, 6-7, 9-13, 15, 17-30	6
Digital Content Producer	2-3, 5, 7-13, 15, 17-30	5
Sales Coordinator	2-4, 7, 9-13, 15, 17-30	18

1) The SEU deleted the following recruiting sources: RS#14/MediaLine (3/3/2022) and RS#16/National Association of Black College Broadcasters (3/3/2022).
2) Tribune, which is wholly owned by Nexstar, did not actively distribute job vacancy notices to Career Builder, Indeed or LinkedIn Corporation. However, said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Tribune/Nexstar's knowledge.

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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	CareerBuilder.com	N	2
2	Delgado Community College 615 City Park Ave Bldg. 2 Rm. 3081 New Orleans, Louisiana 70119 Phone : 504-483-2381 Email : helpwanted@dcc.edu Titus Johnson	N	0
3	Dillard University 2601 Gentilly Boulevard New Orleans, Louisiana 70122 Phone : (504) 816-4222 Jonathan Wright Manual Posting	N	1
4	Employee Referral	N	16
5	Indeed.com	N	6
6	Internal Promotion	N	6
7	LA Dept. of Labor 6701 Airline Dr Metairie, Louisiana 70003 Phone : 504-838-5678 Email : jhaberstone@jeffparish.net Judy Haber-Stone	Y	1
8	Linked In	N	7
9	Louisiana Association of Broadcasters 660 Florida St Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Email : Laura@broadcasters.org Fax : 1-225-267-4329 Laura Smith	N	0
10	Louisiana State University LSU Baton Rouge, Louisiana 70803 Phone : 1-225-578-2162 AnneMarie Menard Manual Posting	N	0

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11	Louisiana State University Shreveport 1 University Pl Shreveport, Louisiana 71115 Phone : 318-797-5062 Ariel Harrell Manual Posting	N	0
12	Louisiana Tech University 305 Wisteria St Ruston, Louisiana 71270 Caitlin Dartez Manual Posting	N	0
13	Loyola University 6363 Saint Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3860 Grace Kalka Manual Posting	N	1
14	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Media Rich/Joyce	N	0
15	Mississippi Valley State University 14000 Highway 82 W Itta Bena, Mississippi 38941 Phone : 662-254-3440 Monique Johnson Manual Posting	N	0
16	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
17	New Orleans Association of Black Journalists 1025 S. Jefferson Davis Pkwy New Orleans, Louisiana 70068 Phone : 504-486-6161 Email : noabj1@gmail.com Nicondra Norwood	N	0

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18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
19	ProductionHub.com 801 Fairbanks Ave Winter Park, Florida 32789 Phone : 877-629-4122 Email : classifieds@productionhub.com Daniel Smith	Y	0
20	Southeastern Louisiana University Southeastern Louisiana University Hammond, Louisiana 70402 Allison Caswell Manual Posting	N	0
21	Southern University at N.O. (HAUC) 6400 Press Dr New Orleans, Louisiana 70126 Phone : 504-286-5389 Email : jmarion@suno.edu Joe Marion	N	0
22	The University of Mississippi P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Terrye Davis Manual Posting	N	0
23	The University of Southern Mississippi 118 College Drive Hattiesburg, Mississippi 39406 Phone : 601-266-4844 Cindy Walker Manual Posting	N	0
24	Tulane University 6823 Saint Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-5107 Laura Wiley Manual Posting	N	1

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25	University of Louisiana at Lafayette 104 E. University Circle Lafayette, Louisiana 70503 Phone : 337-482-1444 Amy Chauvin Manual Posting	N	0
26	University of Louisiana at Monroe 700 University Avenue Monroe, Louisiana 71203 Phone : 318-342-5331 Shonnie Hall-Trotter Manual Posting	N	0
27	University of New Orleans 268 University Center New Orleans, Louisiana 70148 Phone : 504-280-6225 Email : recruit@uno.edu Martha Barnes	N	0
28	WGNO One Galleria Blvd Metairie, Louisiana 70001 Phone : 504-525-3838 Url : http://www.wgno.com Job Listing Manual Posting	N	4
29	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
30	Xavier Univeristy (HAUC) 7325 Palmetto St New Orleans, Louisiana 70125 Phone : 504-520-7364 Carolyn Thomas Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			53

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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	Ongoing Event	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.	1	Business Administrator
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted one (1) intern, from Tulane University, during the 2022 Spring Semester, and one (1) intern, from Dillard University, during the 2022 Fall Semester.</p>	2	Assistant News Director Executive Producer
3	2/12/2022	Participation in Job Fairs	The SEU participated at the Louisiana Association of Broadcasters 2022 Student Workshop & Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	VP/GM News Director
4	4/7/2022	Participation in Job Fairs	The SEU participated at the Loyola University New Orleans Creative Connect career event. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	VP/GM Creative Director Local Sales Manager
5	4/12/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before a Digital Media/Digital Graphics class at Academy of the Sacred Heart. He spoke about job qualifications and career opportunities at the SEU and within the broadcast industry.	1	Anchor
6	8/12/2022	Participation in scholarship programs	<p>The SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there was one (1) recipient from Loyola University New Orleans.</p>	1	VP/GM

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7	1/10/2023	Provision of training to management	The 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.	13	VP/GM News Director Chief Engineer Director of Sales