

WRBL-TV
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
Digital Media Sales Manager	1-7, 9, 11-13, 15-17, 19-21, 23-26, 28-33, 36-40	21
Reporter	1-7, 9, 11-13, 15-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40	15
Reporter	1-7, 9, 11-13, 15-17, 19-20, 23-26, 28, 31-33, 38, 40	25
Reporter	1-7, 9, 11-13, 15-17, 19-20, 23-26, 28, 31-33, 38, 40	20
Producer, News	1-7, 9, 11-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 38, 40-41	33
Account Executive	1-7, 9, 11-13, 15-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41	20
Producer, News	1-7, 9, 11-13, 16, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41	33
Digital Content Producer-Meteorologist	1-7, 9, 11-13, 15-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41	15
Account Executive	1-7, 9, 11-13, 16-17, 19-20, 23-24, 26-28, 31-33, 36, 38, 40-41	20
Integrated Digital Specialist	1-3, 5-8, 10, 12-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41	20
Producer, News	1-3, 5-7, 9, 11-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 36, 38, 40-41	20
Reporter - WE Anchor Producer	1-3, 5-7, 9, 11, 13, 16-17, 19-20, 23-24, 26, 28, 31-33, 36, 40-41	33
Reporter - MMJ	1-3, 5-7, 9, 11, 13, 16-17, 19-20, 22-24, 26, 28, 31-33, 35-36, 40-41	20
Digital Content Producer	1-3, 5-7, 9, 11, 13-14, 16-20, 23-24, 26, 28, 31-33, 36, 40-41	14
Reporter - MMJ	1-3, 5-13, 16-17, 19-20, 23-24, 26, 28, 31-33, 35-36, 38-41	35
News Director	1-3, 5-7, 9, 11, 13, 16-17, 19-21, 23-24, 26, 28, 31-36, 40-41	35
Reporter - MMJ	1-3, 5-7, 9, 11, 13, 16-17, 19-20, 22-24, 26, 28, 31-33, 35-36, 40-41	22

WRBL-TV

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 Broadcasting Ass'n 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : https://www.al-ba.com Email : lrice@al-ba.com Fax : 1-800-211-5189 L Rice	N	0
2	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4493 Url : http://www.alasu.edu/ Email : dokeowo@alasu.edu Dr. David Okeowo	N	0
3	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu/ Email : careerservices@alasu.edu Jeremy Hodge	N	0
4	Alliance for Women In Media 1760 Old Meadow Rd. Suite 500 McLean, Virginia 22102 Phone : 703 506-3290 Url : https://www.allwomeninmedia.org Email : madeline.viedo@allwomeninmedia.org Fax : 1-202-750-3664 Madeline Viedo	N	0
5	Art Inst of Atlanta 6600 Peachtree Dunwoody Road Atlanta, Georgia 30328-1649 Phone : 770-689-5123 Url : http://new.artinstitutes.edu/atlanta Email : thojones@aia.edu Thomas Jones	N	0

WRBL-TV**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
6	Asian American Journalist Assn. 5 3rd Street #1108 San Francisco, California 94103 Phone : 415-346-2051 Url : https://www.aaja.org Email : national@aaja.org Fax : 1-415-346-6343 Patricia Villon	N	0
7	Association of Women in Communications 1717 E Republic Rd Suite A Springfield, Missouri 65804 Phone : 417-886-8606 Url : http://www.womcom.org Email : chair@womcom.org Fax : 1-417-886-3685 Kristin Van Nort	N	0
8	Broadcast Education Assoc 1771 North Street NW Washington, District of Columbia 20036 Phone : 1-202-429-5355 Url : www.beaweb.org User: vholmes@wrbl.com Media General-Corp Membership Manual Posting	N	0
9	Broadcast Employment Svcs-TVJobs Po Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.tvb.org Email : admin@tvjobs.com Mark Holloway	N	3
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Michael Bille Manual Posting	N	0

WRBL-TV

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
11	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Columbus St Univ 4225 University Ave Columbus, Georgia 31902 Phone : 706-507-8760 Url : http://app.joinhandshake.com Joyce Sautter Manual Posting	N	0
13	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-7512 Url : http://www.columbustech.edu Email : careerconnections@columbustech.edu Elaine Chester	N	0
14	Educational Institution	N	1
15	Employee Referral	N	13
16	Georgia Assoc of Broadcasters 6 W. Druid Hills Drive Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Url : https://gab.org Email : mlewis@gab.org Fax : 1-770-395-7235 McKenzie Lewis	N	0
17	Georgia Dept of Labor 700 Veterans Pkwy Columbus, Georgia 31901 Phone : 706-649-7423 Url : www.dol.georgia.gov employer/recruitment service job-order request Manual Posting	N	0
18	GlassDoor	N	1

WRBL-TV

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

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
19	Hispanic Alliance for Career Enhancement 29 E Madison Chicago, Illinois 60602 Phone : 312-435-0498 Url : http://www.haceonline.org Email : rosa@haceonline.org Fax : 1-312-454-7448 Rosa (rosa@haceonline.org) Banderas	N	0
20	Indeed.com 7501 N Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Url : www.indeed.com pw: recruiter1 user: vholmes@wrbl.com Manual Posting	N	25
21	Internal Promotion	N	2
22	Job Fair	N	2
23	Latin American Association 2750 Buford Hwy NE Atlanta, Georgia 30324 Phone : 404-248-2214 Url : http://TheLAA.org Email : employmentservices@thelaa.org Fax : 1-404-638-1800 Harina Bitow	N	0
24	League of United Latin American Citizens - HireLatino.org 1133 19th Street NW Suite 1000 Washington, District of Columbia 20036 Phone : 202-833-6130 Url : http://www.hirelatino.org Maritza Bosques Manual Posting	N	0
25	Linkedin 62228 Collections Center Drive Chicago, Illinois 60693-0622 Phone : 212-615-9373 Url : www.linkedin.com Elizabeth Lattanza Manual Posting	N	5

WRBL-TV
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
26	Local Station Website 1350 13th Avenue Columbus, Georgia 31901 Phone : 706-225-0680 Url : http://www.wrbl.com Victoria Holmes Manual Posting	N	0
27	Monster	N	1
28	NAACP 100 Edgewood Ave Suite 1080 Atlanta, Georgia 30303 Phone : 404-524-0580 Url : http://www.naacpatlanta.org Email : info@naacpatlanta.org Richard Rose	N	0
29	National Academy of TV Arts & Sciences PO Box 11613 Southeast Emmy Chapter Atlanta, Georgia 30355 Phone : 404-386-1818 Url : https://www.southeastemmy.com Email : jobbankadmin@emmyonline.tv Fax : 1-770-828-0619 Cathie Bailey	N	0
30	National Assoc of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626-792-3846 Url : http://www.nabj.org Eric Wee Manual Posting	N	0
31	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : https://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Jessica Gonzalez	N	0

WRBL-TV

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
32	Native American Journalist Assoc 395 W Lindsey St. Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Url : http://www.naja.com Email : rebeccalandsberry@naja.com Fax : 1-405-325-6945 Rebecca Landsberry	N	0
33	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	23
34	Nexstar's Facebook Page	N	1
35	Professional/Industry Trade Organization	N	4
36	Society of Cable Telecommunications Engineers 140 Philips Rd Exton, Pennsylvania 19341-1318 Phone : 610-594-7335 Url : http://scte-jobs.careerwebsite.com Email : info@scte.org Fax : 1-610-363-5898 Ginny Howard	N	0
37	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 1-888-884-2630 Url : www.spotsndots.com Gene McKay Manual Posting	N	0
38	Troy State Univ 104 Eldridge Hall Troy, Alabama 36082 Phone : 334-670-3217 Url : http://www.troy.edu/careerservices Laurne Cole Manual Posting	N	0

WRBL-TV
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
39	Univ of Alabama Po Box 870293 Tuscaloosa, Alabama 35487 Phone : 205-348-4354 Url : http://www.ua.edu A Fann Manual Posting	N	0
40	US Dept of Veterans - Career Ctr 2601 Cross Country Dr Cond# B-2 Suite 900 Columbus, Georgia 31906 Phone : 706-596-7170 Url : https://www.vets.gov/employment Fax : 1-706-568-7630 Career Center Toll Free Line 877-927-8387	N	0
41	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:			81

WRBL-TV**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	2/8/2018	Participation in Job Fairs	The Station participated in the University of Georgia / Georgia Association of Broadcasting Job Fair. Station personnel were able to meet with the students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
2	3/9/2018	Participation in other activities designed by the station employment unit	The Station has an established job shadow program. The Station hosted one (1) student from Shaw High School during the Spring Semester 2018 and one (1) student from Columbus State University during the Winter Semester 2017.	3	News Director News Anchor Chief Photographer
3	9/11/2018	Participation in events or programs sponsored by educational institutions	The Station hosted students from the Auburn Univ. Station personnel were able to discuss station operation and broadcasting jobs in general and at the Station.	1	General Manager
4	10/10/2018	Participation in events or programs sponsored by educational institutions	The Station hosted students from the Columbus State Univ. Station personnel were able to discuss station operation and broadcasting jobs in general and at the Station.	1	General Manager
5	10/17/2018	Participation in events or programs sponsored by educational institutions	The Station hosted students from the Columbus State Univ. Station personnel were able to discuss station operation and broadcasting jobs in general and at the Station.	1	General Manager
6	11/8/2018	Co Sponsoring Job Fair	The Station Co-Sponsored a Job Fair with Goodwill for Veterans. The Station provided administrative support and advertising resources. The Station also maintained an event booth and Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	3	General Manager Local Sales Manager Account Executive

WRBL-TV**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
7	11/20/2018	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 operations, including news, production, sports, weather, sales and promotions.</p> <p>The Station hosted one (1) Intern from the Univ of Montevallo during the Spring Semester 2018; three (3) Interns from the Univ. of Louisville, Univ. of Georgia and Northwestern Univ. during the Summer Semester 2018; one (1) Intern from the Columbus State Univ. during the Fall Semester 2018; five (5) Interns from Columbus State Univ. during the Winter Semester 2018.</p>	10	General Manager Executive Producer Production-Promotions Mgr. General Sales Manager
8	11/20/2018	Participation in scholarship programs	The Station actively participates with the Columbus State University - Communications Dept.in a established scholarship program that assists students interested in pursuing a career in broadcasting.	1	General Manager