

WNCT-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 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
Broadcast Engineer - 4216	1-10, 12, 14-16, 18-19, 21-25	14
Director -4661	1-12, 15-16, 18-25	11
Account Executive - 0347	1-10, 12-13, 15-16, 18-25	13
Anchor Weekend -5044	1-10, 12, 15-16, 18-25	20
Executive Producer III-5471	1-10, 12, 15-16, 18, 20-25	20
Executive Producer III-5471	1-10, 12, 15-16, 18, 20-25	20
Anchor Weekday PM - 5638	1-10, 12, 15-18, 20-25	17
Web Producer - 5637	1-5, 7-10, 12, 15, 18, 20-25	20
Account Executive - 5714	1-5, 7-10, 12, 15, 17-18, 20-25	20
Account Executive - 5717	1-5, 7-10, 12, 15, 17-18, 20-25	17
Broadcast Engineer-5803	1-5, 7-12, 15, 18, 20-25	11
Sales Assistant - 5804	1-5, 7-12, 15, 18, 20-25	11
News Producer-6047	1-5, 7-10, 12, 15, 18, 20-25	20
Sales Assistant-6464	1-5, 7-12, 15, 18, 20-25	11
Anchor Weekday PM - 6466	1-5, 7-10, 12, 15, 18, 20-25	20
Digital Journalist - 6849	1-5, 7-12, 15, 18, 20-25	11
Digital Journalist - 6849	1-5, 7-12, 15, 18, 20-25	20
Editor/AP 7053	1-5, 7-10, 12-13, 15, 18, 20-26	13
Weekend Meteorologist/MMJ - 7054	1-5, 7-10, 12, 15, 18, 20-26	20
Production Technician - 6990	1-5, 7-12, 15, 18, 20-26	11
Account Executive - 6761	1-5, 7-12, 15, 18, 20-26	11
Assignment and Web Producer-07240	1-5, 7-10, 12, 15, 18, 20-26	20
News Editor -7430	13	13
Production Technician - 7560	1-5, 7-10, 12, 15, 18, 20-26	20
News Producer - 7961	1-5, 7-10, 12-13, 15, 18, 20-26	13
Digital Journalist - 8083	1-5, 7-10, 12, 15, 18, 20-26	20
News Editor -8410	1-5, 7-10, 12, 15, 18, 20-26	20
Photographer - 8339	1-5, 7-9, 12, 15, 18, 20-26	20

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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	602 Communications.com 4349 E Coulter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0
2	American Women in Radio and TV 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : http://www.awrt.org Fax : 1-703-506-3266 Janey Howitt	N	0
3	Beaufort Community College 5337 US Hwy 64 East Washington, North Carolina 27889 Phone : 252-940-6353 Email : careerservices@beaufortccc.edu Fax : 1-252-940-6352 Sandy McFadden	N	0
4	Caree Service - East Carolina University 701 East 5th Street Greenville, North Carolina 27858 Phone : 252-328-6050 Email : denneya15@ecu.edu Adam Denney	N	0
5	Career Development Center Campus Box 7303 Pullen Hall, 2nd Floor Raleigh, North Carolina 27610 Phone : 919-515-2396 Email : woody_catoe@ncsu.edu Fax : 1-919-515-4210 Woody Catoe	N	0
6	Career Services - UNC Chapel Hill CB5140, 219 Hanes Hall Chapel Hill, North Carolina 27599 Phone : 919-962-7886 Url : http://www.careersunc.edu Email : julie_pendergraph@unc.edu Fax : 1-919-962-2197 Julie Pendergraph	N	0

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7	Career Services - UNC Pembroke P.O. Box 1510 Pembroke, North Carolina 28732 Phone : 910-521-6270 Email : brenda.bullard@uncp.edu Fax : 1-910-521-6166 Brenda Bullard	N	0
8	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 919-718-7257 Url : http://www.cccc.edu/careercenter/ Email : bfreeman@cccc.edu Billy Freeman	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	Craven Community College 800 College Court Human Resources New Bern, North Carolina 28562 Phone : 252-638-7375 Email : whitfords@cravenc.edu Susan Whitford	N	0
11	Employee Referral	N	11
12	Howard University School of Communication Office of Career Development 525 Bryant Street NW, #107C Washington, District of Columbia 20059 Phone : 202-806-1518 Url : http://www.howard.edu Email : cdudley@howard.edu Fax : 1-202-806-4907 Carol Dudley	N	0
13	Internal Promotion	N	5
14	Intracompany Transfer	N	1

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15	Lenoir Community College P.O. Box 188 Hwy 58 South Kinston, North Carolina 28502 Phone : 252-233-6816 Email : flgaskins20@lenoircc.edu Fax : 1-252-233-6879 Sherry Irsik	Y	0
16	Media General 333 East Franklin Street Richmond, Virginia 23219 Phone : 205-488-4135 Url : http://www.mediageneral.com Email : sellenburg@mediageneral.com Susan Ellenburg	N	2
17	Monster	N	4
18	Morgan State University-School of Journalism 1700 E Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3349 Url : http://www.morgan.edu Email : earlene.goodson@morgan.edu Earlene Goodson	N	0
19	NC A&T University 1601 E Market St Murphy Hall, Suite 101 Greensboro, North Carolina 27411 Phone : 336-334-7500 Url : http://www.careerserv.ncat.edu Email : dburston@ncat.edu Denise Burston	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	48
21	North Carolina Association of Broadcasters 150 Fayetteville Street Suite 1270 Raleigh, North Carolina 27601 Phone : 919-821-7300 Email : info@ncbroadcast.com Fax : 1-919-834-8880 Gail Summerville	N	0

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22	Pitt Community College P.O. Drawer 7007 Greenville, North Carolina 27835 Phone : 252-493-7245 Email : careerservices@email.pittcc.edu Arwen Parris	N	0
23	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	3
24	VCU School of Mass Communications 901 W Main Street P.O. Box 842034 Richmond, Virginia 23284 Phone : 804-827-3722 Email : longnj@vcu.edu Natasha Long	N	0
25	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : http://www.vabonline.com Email : marci.malinowski@easterassociates.com Fax : 1-434-979-2439 Marci Malinowski	N	0
26	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:			74

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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	9/26/2017	Participation in other activities designed by the station employment unit	Local Community College brought their English as a Second Language class to tour the station in order to expand their choices for a career.	2	Meteorologist Director
2	11/14/2017	Participation in other activities designed by the station employment unit	The station hosted a tour for a Princeton High School Journalism class. Students were shown what goes into making of a newscast from reporters getting the stories, shooting, editing and writing copy.	2	Meteorologist Production Manager
3	2/2/2018	Participation in events or programs sponsored by educational institutions	Lenoir Community College sponsored a Black History Lecture Series in which professional African Americans from across Eastern North Carolina were invited to speak each week.	1	Meteorologist
4	2/10/2018	Participation in events or programs sponsored by educational institutions	Radio Television Digital News Association of the Carolinas (RTDNAC) sponsored a student workshop "Getting your first job in TV and Radio". Juniors and Seniors from more than 10 colleges and universities in the Southeast attended workshops in news producing, reporting, radio and TV production.	3	News Director Anchor/Journalist Digital Journalist
5	2/16/2018	Participation in events or programs sponsored by educational institutions	Farmville Middle School sponsors a 'Girls Empowerment Club' which is about chasing your dreams, inspiring them and giving advice and encouragement.	1	Anchor/Journalist
6	2/25/2018	Participation in events or programs sponsored by educational institutions	WNCT Anchor was asked to lecture at Anointed Ones School for Career Day. Spoke on their career path and current position as a news anchor and all it entails. Their personal road to achievement of their dream. Answered questions and encouraged dreams.	1	Anchor/Journalist
7	3/14/2018	Participation in events or programs sponsored by educational institutions	Duplin County Schools Career Day was designed to show 8th graders what it is like to work in television. There were three (3) separate 40 minute sessions and 16 different career clusters including: Arts, AV Technicians and Broadcast communications.	1	Digital Journalist

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8	3/31/2018	Establishment of an intern program designed to assist members of the community	<p>This station hosted (3) interns for Winter 2018 and (4) interns for Spring 2018.</p> <p>The News interns shadowed reporters and learned how to do standups and also how to put together reporter packages. They also learned how to write for the newscast and stack shows. They had 'hands on' experience in writing copy and fielding story ideas.</p> <p>The Marketing interns worked primarily with promotions and learning how we produce spots for our newscast. They also got 'hands on' experience with editing and learning the process of how to put spots together.</p>	2	News Director Marketing Director
9	4/11/2018	Participation in other activities designed by the station employment unit	Group toured the station and listened to various people talk about what they bring to the table in order to produce a successful newscast. The purpose was to expose the group to media careers and various jobs in the industry and how there paths intersect.	6	Marketing Manager News Director Production Manager Lead Anchor
10	4/14/2018	Sponsorship of events in the community designed to increase public awareness	WNCT was the Media Sponsor for the yearly Pirate Fest Community event that focuses on Fun and Education. Team members met with all types of people who came by the booth and answered questions about what we do in our business and how it relates to everyday life. They also talked about how WNCT likes to get involved in the community and shared their stories about how they came into the broadcast profession.	18	Marketing Manager News Director Evening Anchor Creative Services Mgr
11	4/26/2018	Participation in other activities designed by the station employment unit	The Distance Learning Facilitator at Southside High School invited one of our Meteorologist to speak to a group of minority students in their leadership program. He spoke about the challenges facing minority males and how to overcome them. He spoke about his personal challenges and how being in the broadcast industry is particularly rewarding.	1	Meteorologist

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12	6/14/2018	Participation in other activities designed by the station employment unit	Greenville Police Academy Youth League participants came to the studio for a tour of the station and a question and answer session.	3	Meteorologist Producer Director