

WHDF, WHNT
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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 |
|------------------------------------|---|-----------------------|
| Account Executive | 1-13, 16-27, 30-41 | 16 |
| Account Executive | 1-13, 16-27, 30-41 | 16 |
| Producer | 1-7, 9, 11-12, 14, 17-18, 20-23, 25-27, 30-36, 38-41 | 14 |
| Multimedia Journalist | 1-7, 9, 11, 13, 16-18, 20-23, 25-28, 30- 36, 39-41 | 35 |
| Technical Director | 1-7, 9, 11, 13-14, 17-18, 20-23, 25-27, 30-36, 38-41 | 14 |
| Digital Content Executive Producer | 1-7, 9, 14, 18, 20-23, 25-27, 30-36, 38- 41 | 14 |
| Creative Services Producer | 1-7, 9-10, 13, 20-23, 25-27, 30-32, 34- 36, 38-41 | 10 |
| Creative Services Producer | 1-7, 9-10, 13, 20-23, 25-27, 30-32, 34- 36, 38-41 | 13 |
| Creative Services Producer | 1-7, 9-10, 13, 20-23, 25-27, 30-32, 34- 36, 38-41 | 13 |
| Multimedia Journalist | 1-7, 9-10, 13, 16, 20-23, 25-27, 29-32, 34-36, 39-41 | 22 |
| Multimedia Journalist | 1-7, 9-10, 13, 16, 20-23, 25-27, 29-32, 34-36, 39-41 | 10 |
| Multimedia Journalist | 1-7, 9-10, 13, 16, 20-23, 25-27, 29-32, 34-36, 39-41 | 16 |
| Multimedia Journalist | 1-7, 9-10, 13, 16, 20-23, 25-27, 29-32, 34-36, 39-41 | 29 |
| Account Executive | 1-7, 9, 13, 16, 20-23, 25-27, 30-32, 34- 36, 38-41 | 13 |

Various recruiting sources were deleted as follows:

March 2, 2020 – RS#24 - NW Shoals Community College;

July 21, 2020 – RS#37 - University of Memphis;

December 1, 2020 - RS#11 - Huntsville Educational TV, RS#17 - NAACP Shreveport, RS#18 - NAACP Savannah, and RS#33 - Tuskegee University;

December 2, 2020 – RS#19 - NAACP New Orleans.

Recruiting Source #38/University of Montevallo did not receive notifications while out of session between December 2021 to January 6, 2022.

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com and Indeed.com. Those resources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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|---------------------------------|---|-----------------------|
| Account Executive | 1-7, 9, 13, 16, 20-23, 25-27, 30-32, 34-36, 38-41 | 16 |
| Weekend Morning Anchor & MMJ | 1-7, 9-10, 13-14, 16, 20-23, 25-27, 30-32, 34-36, 38-41 | 14 |
| Weekday Evening Anchor | 1-7, 9, 14, 16, 20-23, 25-27, 30-32, 34-36, 38-41 | 16 |
| Integrated Digital Specialist | 1-7, 9, 13-14, 20-23, 25-27, 30-32, 34-36, 38-41 | 14 |
| Digital Content Producer | 1-7, 9, 13, 15, 20-23, 25-27, 30-32, 34-36, 38-41 | 13 |
| Photographer | 1-7, 9, 13-14, 16, 20-23, 25-27, 30-32, 34-36, 38-41 | 14 |
| Producer | 1-7, 9, 13-14, 20-23, 25-27, 30-32, 34-36, 38-41 | 22 |
| Sports MMJ/Anchor | 1-7, 9, 13, 16, 20-23, 25-27, 30-32, 34-36, 38-41 | 16 |
| News/Sports Reporter | 1-7, 9, 13, 15, 20-23, 25-27, 30-32, 34-36, 38-41 | 22 |
| News/Sports Reporter | 1-7, 9, 13, 15, 20-23, 25-27, 30-32, 34-36, 38-41 | 15 |
| News Director | 1-7, 9, 14-16, 20-23, 25-27, 30-32, 34-36, 38-41 | 15 |
| Digital Sales Coordinator | 1-7, 9, 20-23, 25-27, 30-32, 34-36, 38-41 | 22 |
| Multimedia Production Assistant | 1-7, 9, 14, 20-23, 25-27, 30-32, 34-36, 38-41 | 22 |

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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 |
|--------------------------|--|-------------------------------|
| Digital Content Producer | 1-7, 9-10, 15-16, 20-23, 25-27, 30-32, 34-36, 38-41 | 10 |

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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 | Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 2059825001 Url : https://al-ba.com/wp2/post-job/ Lesa Rice Manual Posting | N | 0 |
| 2 | Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 3342294140 Url : https://www.alasu.edu Benjamin Verge Manual Posting | N | 0 |
| 3 | Athens State Univ Sandridge Student Center 300 N Beaty Street Athens, Alabama 35611 Phone : 256-233-8100 Url : http://www.athens.edu Michael Radden Manual Posting | N | 0 |
| 4 | Auburn University 1161 W. Samford Ave. Auburn, Alabama 36849 Phone : 334-844-4744 Url : https://www.auburn.edu Addye Buckley-Burnell Manual Posting | N | 0 |
| 5 | Auburn University at Montgomery 7430 East Drive Montgomery, Alabama 36117 Phone : 334-244-3500 Url : http://www.aum.edu Brad Robbins Manual Posting | N | 0 |
| 6 | Birmingham-Southern College 900 Arkadelphia Road west Birmingham, Alabama 35254 Phone : 800-523-5793 Url : https://www.bsc.edu/ Katy Smith Manual Posting | N | 0 |

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|------------------|---|--|---|
| 7 | Calhoun Community College 6520 US Hwy 31 N Tanner, Alabama 35671 Phone : 256-713-4817 Url : http://www.calhoun.edu Email : careerservices@calhoun.edu Anglea Humphrey | N | 0 |
| 8 | CareerBuilder.com | N | 2 |
| 9 | Disablity Staffing Services, Inc. 1100 Washington Street Huntsville, Alabama 35801 Phone : 8665486468 Email : support@getdss.net Fax : 1-877-335-3990 Renee Scruggs | Y | 0 |
| 10 | Employee Referral | N | 9 |
| 11 | Huntsville Educational TV 606 Forrest Circle Huntsville, Alabama 35811 Phone : 256-428-7860 Url : http://www.hsv.k12.al.us/dept/etv/cont.html Email : craig.williams@hsv-k12.org Fax : 1-256-428-7861 Craig Williams | N | 0 |
| 12 | Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting | N | 3 |
| 13 | Indeed.com | N | 41 |
| 14 | Internal Promotion | N | 20 |
| 15 | Intracompany Transfer | N | 4 |
| 16 | Linked In | N | 25 |

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|----------------------|---|--|---|
| 17 | NAACP 1315 Milam Street Shreveport, Louisiana 71101 Phone : 318-828-1905 Email : thompson1856@yahoo.com Lloyd Thompson | N | 0 |
| 18 | NAACP 1204 MArtin Luther King Jr Blvd Savannah, Georgia 31415-6355 Phone : 912-233-4161 Email : savnaacp1204@yahoo.com Fax : 1-912-233-3088 Al Scott | N | 0 |
| 19 | NAACP - New Orleans Branch 2474 Canal St. Ste. 308 New Orleans, Louisiana 70119 Phone : 504-821-3221 Email : dkingsr@aol.com Fax : 1-504-821-3221 Antionette Mallet | N | 0 |
| 20 | National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong | N | 0 |
| 21 | NE AL Community College PO Box 159 Rainsville, Alabama 35896 Phone : 2566384418 Email : whittens@nacc.edu Sherry Whitten | N | 0 |
| 22 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 12 |

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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 |
|------------------|---|--|---|
| 23 | Northwestern State University 175 Sam Sibley Dr. Natchitoches, Louisiana 71457 Phone : 318-357-6011 Url : https://www.nsula.edu Karen Loach Manual Posting | N | 0 |
| 24 | NW Shoals Community College 800 George Wallace Blvd Muscle Shoals, Alabama 35661 Phone : 256-331-5207 Url : http://www.nwscc.edu Email : moates@nwscc.edu Fax : 1-256-331-5322 Marchia Oates | N | 0 |
| 25 | Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : vewright@oakwood.edu Fax : 1-256-726-7139 Verniece Wright | N | 0 |
| 26 | Southern New Hampshire University 33 S. Commercial St. Manchester, New Hampshire 03101 Phone : 603-263-9603 Url : snhu.edu Peter Bartell Manual Posting | N | 0 |
| 27 | Spring Hill College 4000 Dauphin St. Mobile, Alabama 36608 Phone : 251-380-4000 Url : https://www.shc.edu Nicole Larriviere Manual Posting | N | 0 |
| 28 | State/Local Employment Agency | N | 1 |
| 29 | Station's Facebook Page | N | 2 |

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|------------------|--|--|---|
| 30 | Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-247-8121 Url : http://www.stillman.edu Email : twashington@stillman.edu Fax : 1-800-841-5722 Tasha Washington | N | 0 |
| 31 | Talladega College 627 West Battle St. Talladega, Alabama 35160 Phone : 256-761-8843 Url : http://www.talladego.edu Email : skgaitor@talladega.edu Fax : 1-256-761-6450 Sherissa Gaitor | N | 0 |
| 32 | Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-670-3217 Url : http://www.troy.edu/careerservices/ Sandra Hatfield-Sauls Manual Posting | N | 0 |
| 33 | Tuskegee University Career Development and Placement Services Center Carnegie Hall 3rd Floor Tuskegee, Alabama 36088 Phone : 334-727-8146 Url : http://www.tuskegee.edu/ Sarah Stringer Manual Posting | N | 0 |
| 34 | Univ of Al - Huntsville Office of Career Development Madison Hall, Ste 111 Huntsville, Alabama 35899 Phone : 256-824-6741 Url : https://www.uah.edu/career-services Christopher Smith Manual Posting | N | 0 |

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|------------------|--|--|---|
| 35 | University of Alabama 330 Ferguson Center 751 Campus Drive Tuscaloosa, Alabama 35487 Phone : 205-348-5848 Url : http://www.ua.edu Schernavia Hall Manual Posting | N | 1 |
| 36 | University of Alabama at Birmingham 1720 University Blvd Birmingham, Alabama 35294 Phone : 205-934-5321 Url : https://www.uab.edu/students/cpd/ Jeremy Ervin Manual Posting | N | 0 |
| 37 | University of Memphis 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2843 Url : http://www.memphis.edu Email : commdept@memphis.edu Fax : 1-901-678-3607 Curt Guenther | N | 0 |
| 38 | University of Montevallo Station 6001 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu/career Email : mlebeaul@montevallo.edu Fax : 1-205-665-6255 Michael Lebeau | N | 0 |
| 39 | University of South Alabama 307 N. University Blvd. Meisler Hall Ste 2500 Mobile, Alabama 36608 Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices C. Adams Barnes Manual Posting | N | 0 |

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|--|---|--|---|
| 40 | WHNT TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 2565331919 Email : regina.tom@whnt.com Regina Tom | N | 2 |
| 41 | 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 122 |

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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 | 3/25/2022 | Participation in Job Fairs | The SEU participated at the University of Alabama Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. | 1 | Sales Director |
| 2 | 4/21/2022 | Participation in events sponsored by organizations representing the community | SEU personnel participated as a speaker at the I Heart Huntsville Day. She spoke about career decisions and job requirements and opportunities at the Stations. | 1 | Digital Sales Director |
| 3 | 6/6/2022 | Establishment of an intern program designed to assist members of the community | 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. The SEU hosted four (4) interns, from The University of Alabama, Alabama A&M University and Jacksonville State University, during the 2022 Summer Semester. | 4 | News Director Assistant News Director Executive Producer Meteorologist |
| 4 | 9/27/2022 | Participation in Job Fairs | The SEU participated at the Oakwood University Job Fair. SEU personnel met with potential job applicants. | 1 | News Director |
| 5 | 10/20/2022 | Participation in Job Fairs | The SEU participated at the Troy University Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. | 1 | News Director |
| 6 | 10/30/2022 | Participation in Job Fairs | The SEU participated in the Alabama Broadcasters Association virtual job fair. SEU personnel met with potential job applicants. | 1 | News Director |
| 7 | 11/3/2022 | Provision of training to management | The SEU participated in 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 | General Manager Sales Director Creative Services Director Chief Engineer |