

WGNO-TV, WNOL-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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 | 1-3, 8-18, 20-31 | 9 |
| Account Executive | 2-5, 8, 10-18, 20-31 | 4 |
| Morning Reporter/Multimedia Journalist | 2-3, 7-8, 10-18, 20-28, 30-31 | 7 |
| Multimedia Journalist/Reporter | 2-3, 8, 10-18, 20-31 | 28 |
| Digital Content Producer | 1-3, 5, 8-18, 20-31 | 11 |
| Newscast Production Assistant | 1-3, 5, 8-18, 20-31 | 5 |
| Account Executive | 1-3, 8-18, 20-31 | 9 |
| Digital Content Manager | 2-3, 7-8, 10-18, 20-31 | 7 |
| Commercial/Promotions Producer | 2-3, 5, 8-18, 20-31 | 9 |
| Account Executive | 1-3, 8-18, 20-31 | 9 |
| Weekday Morning Anchor | 2-3, 6, 8, 10-18, 20-31 | 6 |
| News Photographer/Editor | 2-3, 5, 8-31 | 19 |
| Weekend Anchor-Multimedia Journalist | 2-3, 7-8, 10-18, 20-31 | 7 |
| Multimedia Journalist/Reporter | 2-3, 8-18, 20-31 | 9 |
| Sports Multimedia Journalist-Photographer | 2-3, 5, 8, 10-18, 20-31 | 5 |
| Broadcast Engineer/IT Specialist | 2-5, 8-18, 20-31 | 4 |
| Digital Content Producer | 2-5, 8-18, 20-31 | 9 |

1) RS #29/Work NOLA was added on February 1, 2023. The position of Morning Reporter/Multimedia Journalist was filled on the same date.

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 | 5 |
| 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 | 0 |
| 4 | Employee Referral | N | 4 |
| 5 | Indeed.com | N | 12 |
| 6 | Internal Promotion | N | 1 |
| 7 | Intracompany Transfer | N | 3 |
| 8 | LA Dept. of Labor 6701 Airline Dr Metairie, Louisiana 70003 Phone : 504-838-5678 Email : jhaberstone@jeffparish.net Judy Haber-Stone | Y | 0 |
| 9 | Linked In | N | 18 |
| 10 | 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 |
| 11 | Louisiana State University LSU Baton Rouge, Louisiana 70803 Phone : 1-225-578-2162 AnneMarie Menard Manual Posting | N | 1 |

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|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 12 | Louisiana State University Shreveport 1 University Pl Shreveport, Louisiana 71115 Phone : 318-797-5062 Ariel Harrell Manual Posting | N | 0 |
| 13 | Louisiana Tech University 305 Wisteria St Ruston, Louisiana 71270 Caitlin Dartez Manual Posting | N | 0 |
| 14 | Loyola University 6363 Saint Charles Ave New Orleans, Louisiana 70118 Phone : 504-865-3860 Grace Kalka Manual Posting | 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 | 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 |
| 17 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 4 |
| 18 | ProductionHub.com 801 Fairbanks Ave Winter Park, Florida 32789 Phone : 877-629-4122 Email : classifieds@productionhub.com Daniel Smith | Y | 0 |

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|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 19 | Re-hire | N | 1 |
| 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 | 0 |
| 25 | University of Louisiana at Lafayette 104 E. University Circle Lafayette, Louisiana 70503 Phone : 337-482-1444 Amy Chauvin Manual Posting | N | 0 |

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|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 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 | 5 |
| 29 | Work NOLA 1100 Poydras Street, Suite 3475 New Orleans, Louisiana 70163 Phone : (504) 527-6900 Url : https://www.worknola.com/ Osmar Padilla Manual Posting | N | 0 |
| 30 | 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 |
| 31 | 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: | | | 54 |

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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 three (3) interns, from Louisiana State University, Loyola University New Orleans, and Nicholls State University, during the 2023 Summer Semester, and one (1) intern, from University of New Orleans, during the 2024 Spring Semester.</p> | 5 | News Director Creative Director Digital Content Manager Executive Producer |
| 3 | 3/7/2023 | Participation in Job Fairs | The SEU participated at the Louisiana State University 2023 Spring Advertising and Communications Networking Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 3 | VP/GM News Director Local Sales Manager |
| 4 | 4/19/2023 | Participation in Job Fairs | The SEU participated at the 2023 SUNO Career and Resource Fair at Southern University at New Orleans. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 3 | VP/GM News Director Local Sales Manager |
| 5 | 8/31/2023 | 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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| 6 | 9/28/2023 | Participation in Job Fairs | The SEU participated at the Career Fair 2023 at Southeastern Louisiana University. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 3 | VP/GM News Director Local Sales Manager |
| 7 | 10/24/2023 | Participation in events or programs sponsored by educational institutions | SEU personnel participated as a speaker before an Intro to Advertising class at Loyola University New Orleans. He spoke about job qualifications and career opportunities at the SEU and within the broadcast industry. | 1 | Local Sales Manager |
| 8 | 11/2/2023 | Participation in Job Fairs | The SEU participated at the Loyola University New Orleans Fall Into Your Future Career Showcase event. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 3 | News Director Digital Content Manager Local Sales Manager |