

WGHP

EEO PUBLIC FILE REPORT

August 1, 2022 - July 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 |
|------------------------------|--|-----------------------|
| Weekend Meteorologist | 1-9, 13-32 | 9 |
| Weekend News Anchor | 1-4, 6-8, 10, 12-32 | 10 |
| Photojournalist | 1-8, 10, 12-32 | 10 |
| MMJ/Reporter | 1-8, 13-32 | 5 |
| Photojournalist | 1-9, 12-32 | 12 |
| Sales Account Executive | 1-9, 13-32 | 5 |
| Nightside Executive Producer | 1-8, 10, 13-32 | 10 |
| Photojournalist | 1-9, 12-32 | 12 |
| STUDIO OPERATOR – Full Time | 1-10, 13-32 | 10 |
| LOCAL SALES Manager | 1-4, 6-10, 12-32 | 10 |
| MMJ/Reporter | 1-8, 10, 12-32 | 5 |
| MMJ/Reporter | 1-8, 12-32 | 12 |
| Photojournalist | 1, 3-9, 14, 17-21, 24, 28-29, 31-32 | 9 |
| Maintenance Engineer | 1, 3-8, 10, 12, 14, 17-21, 24, 28-29, 31-32 | 10 |
| MMJ/Reporter | 1, 3-8, 12, 14, 17-21, 24, 28-29, 31-32 | 5 |
| Sales Account Executive | 3-4, 6-8, 12, 14, 17-21, 24, 28-29, 31-32 | 12 |
| Sales Assistant | 3-8, 12, 14, 17-21, 24, 28-29, 31-32 | 5 |

The following Recruiting sources were dropped as of 8/12/2022:

RS #1/A Joyous Transition Family Resource Center

RS #2/Adams Broadcast Consulting

RS #13/Mort Meisner Associates

RS #15/N.S. Bienstock, Inc.

RS #16/Napoli Management Group

RS #22/NWT Group

RS #23/Rick Gevers & Associates

RS #25/The David Crane Agency

RS #26/The Lorna Dave Agency

RS #27/TV Jobs.Com

RS #30/Willinger Talent Agency, Inc.

Nexstar did not actively distribute job vacancy notices to certain recruiting sources, including CareerBuilder, Indeed and LinkedIn, however said sources re-posted some but not all the Station's www.nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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|--------------------------------|--|-----------------------|
| Sales Account Executive | 3-4, 6-8, 12, 14, 17-21, 24, 28-29, 31-32 | 12 |
| Photojournalist | 3-9, 12, 14, 17-21, 24, 28-29, 31-32 | 5 |
| Photojournalist | 3-9, 14, 17-21, 24, 28-29, 31-32 | 5 |
| MMJ/Reporter | 3-8, 10, 12, 14, 17-21, 24, 28-29, 31-32 | 10 |
| Photojournalist | 3-9, 12, 14, 17-21, 24, 28-29, 31-32 | 5 |
| Editor (NE) | 3-4, 6-8, 10, 12, 14, 17-21, 24, 28-29, 31-32 | 10 |
| Morning News Producer | 3-4, 6-8, 10, 12, 14, 17-21, 24, 28-29, 31-32 | 12 |
| Commercial Production Producer | 3-4, 6-8, 10, 12, 14, 17-21, 24, 28-29, 31-32 | 12 |
| Newscast Director | 3-4, 6-8, 10, 14, 17-21, 24, 28-29, 31-32 | 10 |
| Photojournalist | 3-8, 12, 14, 17-21, 24, 28-29, 31-32 | 5 |
| Technician, Studio (NE) | 3-4, 6-10, 12, 14, 17-21, 24, 28-29, 31-32 | 10 |
| Technician, Studio (NE) | 3-10, 12, 14, 17-21, 24, 28-29, 31-32 | 10 |
| Assignment Editor | 3-9, 12, 14, 17-21, 24, 28-29, 31-32 | 9 |
| Newscast Director | 3-4, 6-10, 12, 14, 17-21, 24, 28-29, 31-32 | 10 |

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I. VACANCY LIST

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| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|-------------------|--|-----------------------|
| Photojournalist | 3-8, 12, 14, 17-21, 24, 28-29, 31-32 | 12 |
| Photojournalist | 3-4, 6-8, 12, 14, 17-21, 24, 28-29, 31-32 | 12 |
| Photojournalist | 3-4, 6-8, 10, 12, 14, 17-21, 24, 28-29, 31-32 | 10 |
| Planning Producer | 3-4, 6-8, 10-12, 14, 17-21, 24, 28-29, 31-32 | 10 |

WGHP
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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 | A Joyous Transition Family Resource Center 2702 Darden Rd Unit B Greensboro, North Carolina 27407 Phone : 336 987 5847 Email : ajoyoustransitionfamilyresource@yahoo.com April Thompson Prong 2 Ended Date: 8/26/2022 | N | 0 |
| 2 | Adams Broadcast Consulting 18900 Carriger Road Sonoma, California 95476 Phone : 925-457-6400 Url : http://www.adamsconsulting.tv Email : dana@adamsconsulting.tv Dana Adams | N | 0 |
| 3 | Bennett College 900 East Washington Street Greensboro, North Carolina 27401 Phone : 336-517-2201 Url : http://www.bennett.edu Email : careerservices@bennett.edu Yolande Johnson | N | 0 |
| 4 | Elon University Career Center Campus Box 2020 Elon, North Carolina 27244 Phone : 336-278-6538 Url : http://www.elon.edu Email : rkosusko@elon.edu Rhonda Kosusko | N | 0 |
| 5 | Employee Referral | N | 26 |
| 6 | Forsyth Technical Community College 2100 Silas Creek Parkway Winston-Salem, North Carolina 27103 Phone : 336-734-7416 Url : http://www.forsyth.cc.nc.us Email : careerservices@forsythtech.edu Jessica Long | N | 0 |

WGHP
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|------------------|---|--|---|
| 7 | Guilford Works 2301 W Meadowview Rd Greensboro, North Carolina 27407 Phone : 336-373-3174 Url : www.guilfordworks.org Email : danielle.harrison@greensboro-nc.gov Fax : 1-336-373-8629 Danielle Harrison | N | 0 |
| 8 | High Point University 833 Montlieu Avenue High Point, North Carolina 27262 Phone : 336-841-9851 Url : http://www.highpoint.edu Email : mparker3@highpoint.edu Megan Parker | N | 0 |
| 9 | Indeed.com | N | 19 |
| 10 | Internal 2005 Francis St High Point , North Carolina 27263 Phone : 336-821-1205 Susan Davis | N | 23 |
| 11 | Job/Bulletin Board | N | 1 |
| 12 | LinkedIn 2029 Stierlin Ct. #200 Mountain View , California 94043 career services | N | 45 |
| 13 | Mort Meisner Associates 26711 Woodward Avenue, Suite 203 Huntington Woods, Michigan 48070 Phone : 248-545-2222 Url : http://www.mortmeisnerassoc.com Email : mort@mortmeisner.com Mort Meisner | N | 0 |
| 14 | MYFOX8.com 2005 Francis St. High Point, North Carolina 27263 Phone : (336) 821-1205 Url : http://www.myfox8.com Susan Davis Manual Posting | N | 0 |

WGHP
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August 1, 2022 - July 31, 2023

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|------------------|--|--|---|
| 15 | N.S. Bienstock, Inc. 1740 Broadway, 24th floor New York, New York 10019 Phone : 212-765-3040 Url : http://www.nsbienstock.com Email : nsb@nsbienstock.com Adam Leibner | N | 0 |
| 16 | Napoli Mgmt Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Url : http://www.tvtalent.com Email : nmg@tvtalent.com David Ahrendts | N | 0 |
| 17 | National Association of Hispanic Journalists 1000 National Press Bldg., 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Email : nahj@nahj.org Litha Strickland | N | 0 |
| 18 | NC A&T State University 1601 E. Market Street Greensboro, North Carolina 27411 Phone : 336-334-7900 Url : http://www.ncat.edu Email : whitley@ncat.edu Dr Shelia Whitley | N | 0 |
| 19 | NC Assoc. of Broadcasters P.O. Box 627 Raleigh, North Carolina 27602 Phone : 919-821-7300 Url : http://www.ncbroadcast.com Email : gsummerville@ncbroadcast.com Gail Summerville | N | 0 |
| 20 | NC State University 2100Pulen Hall, Box 7303 Raleigh, North Carolina 27695 Phone : 919-515-8845 Url : http://www.ncsu.edu Email : career-development@ncsu.edu Bridget Hartsfield | N | 0 |

WGHP
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August 1, 2022 - July 31, 2023

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|----------------------|--|--|---|
| 21 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 0 |
| 22 | NWT Group 2325 Stone Bridge Drive Dallas, Texas 76006 Phone : 817-987-3600 Url : http://www.nwtgroup.com Email : sbrown@nwtgroup.com Sherry Brown | N | 0 |
| 23 | Rick Gevers & Associates P.O. Box 577 Zionsville, Indiana 46077 Phone : 317-769-7900 Url : http://www.rickgevers.com Email : rick@rickgevers.com Rick Gevers | N | 0 |
| 24 | Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Email : ads@spotsndots.com Career Service | N | 0 |
| 25 | The David Crane Agency 124 Ammons Drive Raleigh, NC, North Carolina 27615 Phone : 919-868-6088 Url : http://www.dccatalent.com Email : steveski@dccatalent.com Steve Swienckowski | N | 0 |
| 26 | The Lorna Dave Agency P.O. Box 368 Fogelsville, Pennsylvania 18051 Phone : 610-248-1317 Url : http://www.lornadave.com Email : john@lornadave.com John Derr | N | 0 |

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|--|--|--|---|
| 27 | TV Jobs.Com P.O. Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway | N | 0 |
| 28 | University of North Carolina CB#5140, 219 Hanes Hall 204 E Cameron Ave Chapel Hill, North Carolina 27599 Phone : 919-962-6507 Url : http://www.unc.edu Email : ucs@unc.edu Teresa Holt | N | 0 |
| 29 | Wake Forest University Box 7427 Winston-Salem, North Carolina 27109 Url : http://www.wfu.edu Email : hutchens@wfu.edu Dana Hutchens | N | 0 |
| 30 | Willinger Talent Agency, Inc. 875 Avenue of the Americas, Suite 1909 New York, New York 10001 Phone : 212-695-1950 Url : http://www.willingertalent.com Email : info@willingertalent.com Greg Willinger | N | 0 |
| 31 | Winston-Salem State University 601 Martin Luther King Dr. Winston-Salem, North Carolina 27110 Phone : 336-750-2314 Url : http://www.wssu.edu Email : montgomerysl@wssu.edu Dr. Soncerey Speas | N | 0 |
| 32 | 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: | | | 114 |

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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 | 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 our operations, including news, production, sports and weather.</p> <p>The Station hosted two (2) interns from High Point University during the Fall 2022 semester; two (2) interns from A&T State University for the Fall 2022 semester; three (3) interns from High Point University for the Spring 2023 semester; one (1) intern from Alamance Community College for the Spring 2023 semester; one (1) intern from A&T State University for the Spring 2023 semester; one (1) intern from Campbell University for Summer 2023; one (1) intern from DePauw University in Indiana.</p> | 2 | Asst News Director Manager of News Operations |
| 2 | 9/20/2022 | Participation in Job Fairs | The Station participated at the Elon University Job Fair. Station personnel met with potential job applicants. | 1 | News Director |
| 3 | 9/21/2022 | Participation in Job Fairs | The Station participated at the University of North Carolina at Greensboro job fair. Station personnel met with potential job applicants. | 2 | News Director Local Sales Manager |
| 4 | 11/2/2022 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a speaker at the WGHP Company Spotlight at UNC-Greensboro. He spoke about job qualifications, careers and opportunities at the Station and within the broadcast industry. | 1 | News Director |
| 5 | 11/2/2022 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a speaker at the Company Spotlight at the University of North Carolina Greensboro. He spoke about career decisions and job requirements. | 1 | News Director |
| 6 | 1/18/2023 | Participation in Job Fairs | The Station participated at the Wake Forest University Spring 2023 Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry. | 2 | News Director Sales Manager |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|---|---|-------------------------------------|-------------------------------------|
| 7 | 2/23/2023 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a speaker at the High Point University School of Journalism. He spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry. | 1 | News Director |
| 8 | 2/25/2023 | Participation in events sponsored by organizations representing the community | Station personnel attended the Radio Television Digital News Association of the Carolinas (RTDNAC), which was held in Charlotte, NC. During that event, the Station had a booth where potential employees were able to discuss broadcasting jobs in general and at the Station and provided guidance on how and where to apply for jobs at Nexstar. | 2 | News Director Executive Producer |
| 9 | 3/28/2023 | Participation in Job Fairs | The Station participated at Elon University's Communications Meet and Greet job fair. Station personnel met with potential job applicants. | 1 | News Director |