

**WHLT-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2022 - January 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/22/2022	Participation in Job Fairs	Station personnel participated as a speaker at the Southern University of Mississippi of Journalism. He spoke about career decisions and job requirements.	1	News Director
2	2/24/2022	Participation in Job Fairs	The Station participated at the Jackson State University Spring 2022 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	News Director Digital Sales Manager
3	3/8/2022	Participation in Job Fairs	The Station participated at the Mississippi College Spring 2022 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	3	BA/HR Coordinator Local Sales Manager Asst News Director
4	3/10/2022	Participation in Job Fairs	The Station participated at the William Carey University Spring 2022 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	News Director Local Sales Manager
5	3/23/2022	Participation in Job Fairs	The Station participated at the University of Southern Mississippi Spring 2022 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	BA/HR Coordinator Account Executive
6	3/24/2022	Participation in Job Fairs	The Station participated at the Belhaven University Spring 2022 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	BA/HR Coordinator Local Sales Manager
7	3/24/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Mississippi State University of Journalism. He spoke about career decisions and job requirements.	1	News Director
8	4/11/2022	Participation in Job Fairs	The Station participated at the Hinds Community College Spring career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	3	BA/HR Coordinator Chief Engineer Creative Services Director

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	9/29/2022	Participation in Job Fairs	The Station participated at the Jackson State University fall career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	BA/HR Coordinator Asst. News Director
10	1/20/2023	Provision of training to management	The Station conducted 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.	4	General Manager Director of Sales Creative Services Director News Director
11	1/26/2023	Participation in Job Fairs	The Station participated at the Mississippi College career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	BA/HR Coordinator Director of Sales