

WHAG-TV/NBC25
EEO Report
6/1/07 - 5/31/08

Job Title: News Reporter	Date Filled: 6/4/2007
Job Title: News Reporter	Date Filled: 6/29/2007
Job Title: News Reporter	Date Filled: 6/29/2007
Job Title: Master Control Operator	Date Filled: 7/9/2007
Job Title: Local Sales Manager	Date Filled: 9/17/2007
Job Title: Account Executive	Date Filled: 10/8/2007
Job Title: News Reporter	Date Filled: 10/22/2007
Job Title: Master Control Operator	Date Filled: 10/31/2007
Job Title: News Reporter	Date Filled: 11/26/2007
Job Title: Account Executive	Date Filled: 11/26/2007
Job Title: Master Control Operator	Date Filled: 12/1/2007
Job Title: Account Executive	Date Filled: 1/24/2008
Job Title: Sports Reporter	Date Filled: 3/24/2008
Job Title: Graphic Artist	Date Filled: 3/26/2008
Job Title: News Reporter	Date Filled: 3/31/2008
Job Title: Account Executive	Date Filled: 4/7/2008

Job Title: Local Sales Manager Date Filled: 9/17/2007
*Sources Used: Hired From: Spots & Dots
Herald Mail
Frederick News Post
MediaLine.com
The Job Spider
JobAdsUSA
TV Newsday
Spots & Dots
NBC25 Website/Internal Posting
All other Nexstar Stations/Corporate Website

Number Interviewed: 4

Job Title: Account Executive Date Filled: 10/8/2007
*Sources Used: Hired From: NBC25 Website/Internal
AP Website Posting
MediaLine.com
Herald Mail
Frederick News Post
Television Advertisement
NBC25 Website/Internal Posting
All other Nexstar Stations/Corporate Website

Number Interviewed: 8

Job Title: News Reporter Date Filled: 10/22/2007
*Sources Used: Hired From: TVJobs.com
AP Website
MediaLine.com
TV Jobs.com
NBC25 Website/Internal Posting
All other Nexstar Stations/Corporate Website

Number Interviewed: 2

Job Title: Master Control Operator Date Filled: 10/31/2007
*Sources Used: Hired From: NBC25 Website
Frederick News Post
Herald Mail
Martinsburg Journal
TV Jobs.com
Television Advertisement
NBC25 Website/Internal Posting
All other Nexstar Stations/Corporate Website

Number Interviewed: 4

Job Title: News Reporter Date Filled: 11/26/2007
*Sources Used: Hired From: NBC25 Website
AP Website
MediaLine.com
TV Jobs.com
NBC25 Website/Internal Posting
All other Nexstar Stations/Corporate Website

Number Interviewed: 3

Job Title: Account Executive Date Filled: 11/26/2007
*Sources Used: Hired From: NBC25 Website
Frederick News Post
Herald Mail
Television Advertisement
TV Jobs.com
NBC25 Website/Internal Posting
All other Nexstar Stations/Corporate Website

Number Interviewed: 6

Job Title: Master Control Operator Date Filled: 12/1/2007
*Sources Used: Hired From: Television Advertisement
Herald Mail
Martinsburg Journal
Television Advertisement
NBC25 Website/Internal Posting
All other Nexstar Stations/Corporate Website

Number Interviewed: 3

Job Title: Account Executive

Date Filled: 4/7/2008

*Sources Used:

Hired From: Herald Mail

Martinsburg Journal

Herald Mail

Television Advertisement

TV Jobs.com

NBC25 Website/Internal Posting

All other Nexstar Stations/Corporate Website

Number Interviewed: 6

Total Interviewees: 76

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1. Internal

Your4State.com (Local Website)
Internal Job Posting
www.Nexstar.tv (Corporate Website)
Television Advertisement

2. Herald Mail

Attn: Classified Department
100 Summit Avenue
Hagerstown, MD 21740
(800) 626-6397

3. Frederick News Post

Attn: Classified Department
351 Ballenger Center Drive
Frederick, MD 21703
(301) 662-1883

4. Martinsburg Journal

Attn: Classified Department
P. O. Box 807
Martinsburg, WV 25402
(304) 263-8931

5. Hagerstown Community College

Attn: Student Services
11400 Robinwood Drive
Hagerstown, MD 21742
(301) 790-2800

6. Hagerstown Business College

Attn: Job Placement Office
18618 Crestwood Drive
Hagerstown, MD 21742
(888) 356-3000

7. www.medialine.com

8. Tvjobs.com

9. www.JobadsUSA.com

10. www.ap.org

11. www.TVNewsday.com

12. www.jobspider.com

Nexstar Broadcasting Group, Inc. Statement

Nexstar Broadcasting Group, Inc. continues to broaden its recruiting outreach by effectively establishing communication with recruiting resources in the broadcasting community, professional organizations, community based organizations and outreach through our corporate and local station job opportunities websites. Examples of the efforts made by stations in this employment unit include and ongoing internship program with regional colleges and high schools. Our department managers attend job fairs at local and regional colleges in an effort to recruit candidates with an interest in a broadcast related field; recent efforts include: Production Manager attending the Washington County Technical High School in January of 2008; attended Frederick County Career Tech in October of 2007, and Cumberland Vo Tech in November of 2007. We also had numerous local schools come to our station for tours, and our News staff have gone directly to schools to speak to them about careers in Broadcasting.

For additional information concerning the outreach efforts undertaken by stations in this employment unit, see the attached EEO Public File Report. Since the current EEO rules went into effect the station has experienced no notable difficulties in our outreach efforts as of the date of this application.

Attention Community Organizations:

Would you like to be notified when we have job openings, general or specific? Just send an e-mail to mmong@nbc25.com, stating your organization's name, address, phone number and contact information. You could also mail the information to NBC25, Attn: Personnel, 13 E. Washington Street, Hagerstown, MD 21740