

WJHL-TV

EEO PUBLIC FILE REPORT

April 1, 2017 - March 31, 2018

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
Integrated Digital Specialist Open Date: 2/9/2017 Hire Date: 4/3/2017	1-2, 4-8, 13-15, 17-19, 23, 25-31, 33-35	27
Local Sales Assistant Open Date: 3/9/2017 Hire Date: 4/3/2017	1-2, 4-8, 13-15, 17-18, 22-23, 25-26, 28-31, 33-35	6
National Sales Assistant Open Date: 3/9/2017 Hire Date: 4/2/2017	1-2, 4-7, 10, 13, 15, 18-23, 25, 28-31, 33-35	10
Producer Open Date: 3/15/2017 Hire Date: 5/15/2017	1-2, 4-8, 13-15, 17-19, 22-23, 25-26, 28-31, 33-35	6
Producer Open Date: 3/15/2017 Hire Date: 5/29/2017	1-2, 4-8, 13-15, 17-19, 22-23, 25-26, 28-31, 33-35	31
Production Technician. I Open Date: 3/20/2017 Hire Date: 4/17/2017	1-2, 4-7, 12-13, 15, 18-23, 25, 28-31, 33-35	22
Reporter, Multimedia Journalist Open Date: 3/27/2017 Hire Date: 6/27/2017	1-2, 4-7, 13, 15, 18-23, 25, 28-31, 33-35	22
Reporter, Meteorologist Open Date: 3/27/2017 Hire Date: 7/11/2017	1-7, 13, 15, 18-23, 25, 28-31, 33-35	6
Administrator, HR/Business Open Date: 4/4/2017 Hire Date: 6/12/2017	1-5, 7-8, 13-15, 17-19, 22-23, 25-26, 28-31, 33-35	22
Account Executive Open Date: 4/17/2017 Hire Date: 6/26/2017	1-2, 4-8, 13-15, 17-19, 22-23, 25-26, 28-31, 33-35	6
Account Executive Open Date: 4/17/2017 Hire Date: 5/15/2017	1-2, 4-7, 13, 15, 18-23, 25-26, 28-31, 33-35	6
Videographer Open Date: 6/14/2017 Hire Date: 7/17/2017	1-2, 4-8, 10, 13-15, 17-18, 22-23, 25-26, 28-31, 33-35	10

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer Open Date: 6/15/2017 Hire Date: 8/8/2017	1-2, 4-7, 13, 15-16, 18-23, 25, 28-31, 33-35	6
Production Technician. I Open Date: 6/19/2017 Hire Date: 7/14/2017	1-2, 4-9, 13-15, 17-18, 22-23, 25-26, 28- 31, 33-35	6
Director, Production Open Date: 7/7/2017 Hire Date: 9/11/2017	1-2, 4-5, 7, 10, 13, 15, 18-23, 25, 28-35	22
Director III, Creative Service Open Date: 7/16/2017 Hire Date: 10/2/2017	1-2, 4-7, 9-13, 15, 18-23, 25, 28-31, 33- 35	9
Administrator, HR/Business Open Date: 8/15/2017 Hire Date: 10/9/2017	1-2, 4-5, 7, 9, 12-13, 15, 18-23, 25, 28- 31, 33-35	9
Photographer Open Date: 8/18/2017 Hire Date: 10/16/2017	1-2, 4-5, 7, 9, 13, 15, 18-23, 25, 28-31, 33-35	22
Integrated Digital Specialist Open Date: 8/22/2017 Hire Date: 10/23/2017	1-2, 4-7, 13, 15, 18-23, 25-26, 28-31, 33-35	6
Account Executive Open Date: 9/7/2017 Hire Date: 12/11/2017	1-2, 4-7, 13, 15, 18-23, 25-26, 28-31, 33-35	6
Producer Open Date: 9/12/2017 Hire Date: 10/25/2017	1-2, 4-7, 13, 15, 18-23, 25, 28-31, 33- 35	6
Production Technician. I Open Date: 9/15/2017 Hire Date: 10/9/2017	1-2, 4-7, 9, 13, 15, 18-23, 25, 28-31, 33- 35	22
News Director Open Date: 12/21/2017 Hire Date: 3/18/2018	1-2, 5-6, 10, 13, 15, 18-19, 22-25, 28- 31, 33-36	6

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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	Appalachian State University 287 Rivers Street Boone, North Carolina 28608 Phone : 828-262-2000 Email : broerecg@appstate.edu Courtney Broere	N	0
2	Broadcast Education Association (BEA) 1771 N. Street, NW Washington, District of Columbia 20036-2891 Phone : online Url : www.beaweb.org/wp Hiring Manager Manual Posting	N	0
3	CareerBuilder.com	N	3
4	East Tennessee State University PO Box 70734 Johnson City, Tennessee 37614 Phone : 423-439-8650 Email : Careers@etsu.edu David Magee	N	0
5	Emory & Henry College 30461 Garnand Drive Emory, Virginia 24327 Phone : 276-944-6922 Email : bbays@ehc.edu Bence Bays	N	0
6	Employee Referral	N	28
7	Facebook 1601 Willow Road Menlo Park, California 94025 Phone : online Url : http://facebook.com Hiring Manager listing Manual Posting	N	1
8	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78731 Phone : online Url : http://indeed.com Jobs Listing Manual Posting	N	2
9	Indeed.com	N	9

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10	Internal Promotion	N	7
11	Intracompany Transfer	N	1
12	Job/Bulletin Board	N	3
13	jobs4tn.gov 2515 Wesley Street Johnson City, Tennessee 37601 Url : JohnsonCity.TCC@tn.gov Hiring Manager Manual Posting	N	0
14	Johnson City Press PO Box 1717 Johnson City, Tennessee 37605 Phone : 423-929-3111 Url : http://johnsoncitypress.com Teresa Hicks Manual Posting	N	0
15	King College 1350 King College Road Bristol, Tennessee 37620 Phone : 423-652-4752 Email : dhfelty@king.edu Donna Felty	N	0
16	Linked In	N	1
17	Media General Careers Website 333 East Franklin Street Richmond, Virginia 23219 Phone : 804-887-5000 Url : http://mediageneral.com/careers Cheri Stein Manual Posting	N	0
18	Milligan College 1 Bowers Blvd Milligan College, Tennessee 37682 Phone : 423-461-8316 Email : banderson@milligan.edu Beth Anderson	N	0

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19	NAACP/Johnson City Branch P. O. Box 1878 Johnson City, Tennessee 37601 Phone : 423-943-6059 Email : savid1@comcast.net Joyce Goines	N	0
20	NAACP/Knoxville Branch 2400 Piedmont Street Knoxville, Tennessee 37921 Phone : 865-971-5845 Email : tnnaacp3@bellsouth.net John Butler	N	0
21	NAACP/Morristown Hamblen County Branch 1538 Goodson Avenue Morristown, Tennessee 37815 Phone : 731-660-5580 Email : tnnaacp3@bellsouth.net Kristi Coleman	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	24
23	Northeast State Community College 2425 Highway 75 P.O. Box 246 Blountville, Tennessee 37617 Phone : 423-354-5160 Email : mbtittle@northeaststate.edu Marquita Tittle	N	0
24	Rick Gevers & Associates 355 E. Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7919 Url : www.rickgevers.com Rick Gevers	N	7
25	Southwest VA Community College 724 Community College Road Cedar Bluff, Virginia 24609 Phone : 276-964-7573 Email : crystal.barton@sw.edu Crystal Barton	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Spots and Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://spotsndots.com Email : ads@spotsndots.com Gene McKay	N	0
27	Station Website	N	3
28	Tennessee Association of Broadcasters Two International Plaza Drive Nashville, Tennessee 27217 Phone : 615-385-1840 Url : http://tabtn.org Email : brenda@tabtn.org Brenda Heidt	N	0
29	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : rlay@tusculum.edu Robin Lay	N	0
30	Tusculum College P.O. Box 5051 Greeneville, Tennessee 37743 Phone : 423-530-2874 Url : http://home.tusculum.edu/ Email : ktassell@tusculum.edu Fax : 1-423-636-5087 Katie Tassell	N	0
31	TV Jobs.Com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 jobs listing	N	1
32	TVJobs.com	N	1

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33	University of Virginia, Wise Campus 1 College Avenue Wise, Virginia 24293 Phone : 276-328-0126 Email : njd8r@uvawise.edu Neva Bryan	N	0
34	Virginia Highlands Community College PO Box 828 Abingdon, Virginia 24212 Phone : 276-739-2579 Email : mwildman@vhcc.edu Mark Wildman	N	0
35	Walters State Community College 500 S. Davy Crockett Pkwy Morristown, Tennessee 37813 Phone : 423-585-6802 Email : Debbie.Johnson@ws.edu Stan Frazier	N	0
36	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			91

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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.	5/4/2017	Establishment of an intern program designed to assist members of the community	<p>The SEU sponsors an 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 four (4) interns, from Lee University, ETSU and Appalachia State University, during the 2017 Summer Semester and four (4) interns from ETSU during the 2017 Fall Semester.</p>	1	News Director