

WJHL-TV

EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

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
Reporter/Anchor	2, 4, 6, 9-10, 12-14, 16-17, 20-23, 25, 27-28	4
Weekend Sports Anchor/Reporter	2, 4, 9-10, 12-14, 16-17, 20-23, 25, 27-28	4
Photographer, MMJ	2, 6, 9-10, 12-14, 16-17, 20-23, 25-28	6
Reporter Anchor	2, 4, 9-10, 12-14, 16-17, 20-23, 25-28	4
Integrated Digital Specialist	1-2, 4-5, 7, 9-10, 12-14, 16-18, 20-23, 25, 27-28	14
Weekend Anchor/Reporter	1-2, 5, 7, 9-14, 16-18, 20-23, 25-28	7
Digital MMJ	1-2, 5, 9-10, 12-14, 16-18, 20-23, 25-28	14
Digital Content Producer	1-3, 5-6, 9-18, 20-23, 25-28	15
Technician IT System	1-2, 5, 9-10, 12-14, 16-18, 20-23, 25-28	14
Account Executive, III Sales	1-2, 4, 9-10, 12-14, 16-18, 20-23, 25-28	14
Weekend Meteorologist	2, 9-10, 12-14, 16-17, 20-23, 25-28	14
MultiMedia Journalist	2, 4, 6, 9-10, 12-14, 16, 18, 20-23, 25, 27-28	4
Account Executive, III Sales	4, 14	4
Account Executive, III Sales	4, 14	14
DAYTIME TriCities Talk Show Host	2, 7-10, 12-17, 19-23, 25, 27-28	7
Weekend Digital Content Producer	2, 6, 8-10, 12-14, 16-17, 20-25, 27-28	8
Digital Sports MMJ	2, 9-10, 12-14, 16-17, 20-23, 25, 27-28	23
Producer I, Promotions	2, 6-7, 9-10, 12-17, 20-23, 25, 27-28	7
Weekend Anchor/Reporter	2, 4, 9-10, 12-14, 16-17, 20-23, 25, 27-28	4
Sales Assistant	2, 4, 6, 9-14, 16-17, 20-23, 25, 27-28	6
Data Reporter	2, 8-10, 12-14, 16-17, 20-23, 25, 27-28	8
Account Executive, III Sales	2, 4, 9-10, 12-14, 16-17, 20-23, 25, 27-28	4
Production Technician	2, 6, 9-14, 16-17, 20-23, 25, 27-28	6

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Manager	2, 6-7, 9-10, 12-14, 16-17, 20-23, 25, 27-28	7
News Producer	2-3, 9-10, 12-14, 16-17, 20-23, 25, 27- 28	14
Digital Journalist	2, 4, 6-7, 9-14, 16-17, 20-23, 25, 27-28	4
General Sales Manager	2, 6-7, 9-10, 12-14, 16-17, 20-23, 25, 27-28	14
Account Executive	2, 9-10, 12-14, 16-17, 20-23, 25, 27-28	14
DAYTIME TriCities Videographer	2, 7, 9-10, 12-14, 16-17, 20-23, 25, 27- 28	7
Producer I, Commercial Sales	2, 7, 9-10, 12-14, 16-17, 20-23, 25, 27- 28	14

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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	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
2	East Tennessee State University PO Box 70734 Johnson City, Tennessee 37614 Phone : 423-439-8650 Email : Careers@etsu.edu David Magee	N	0
3	Educational Institution	N	2
4	Employee Referral	N	19
5	Facebook 1601 Willow Road Menlo Park, California 94025 Phone : online Url : http://facebook.com Hiring Manager listing Manual Posting	N	0
6	Indeed.com	N	17
7	Internal Promotion	N	20
8	Job/Bulletin Board	N	5
9	jobs4tn.gov 2515 Wesley Street Johnson City, Tennessee 37601 Phone : 423-610-0222 Url : JohnsonCity.TCC@tn.gov Email : Jacob.Bolen@tn.gov Jacob Bolen	N	1
10	King College 1350 King College Road Bristol, Tennessee 37620 Phone : 423-652-4752 Email : flgreen@king.edu Finley Green	N	0
11	Linked In	N	6

WJHL-TV
EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

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
12	Miligan College 1 Bowers Blvd Milligan College, Tennessee 37682 Phone : 423-461-8316 Email : banderson@milligan.edu Beth Anderson	N	0
13	NAACP/Johnson City Branch P. O. Box 1878 Johnson City, Tennessee 37601 Phone : 423-943-6059 Email : savidl@comcast.net Joyce Goines	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	69
15	Nexstar's Facebook Page	N	3
16	Northeast State Community College 2425 Highway 75 P.O. Box 246 Blountville, Tennessee 37617 Phone : 423-354-5167 Email : jdkendrick@northeaststate.edu Jennifer Kendrick	N	0
17	Southwest VA Community College 724 Community College Road Cedar Bluff, Virginia 24609 Phone : 276-964-7262 Email : Jessica.Dotson@sw.edu Jessica Dotson	N	0
18	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
19	State/Local Employment Agency	N	1

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20	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
21	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : rlay@tusculum.edu Robin Lay	N	0
22	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
23	TV Jobs.Com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 jobs listing	N	4
24	TVJobs.com	N	1
25	University of Virginia, Wise Campus 1 College Avenue Wise, Virginia 24293 Phone : 276-328-0126 Email : njd8r@uvawise.edu Neva Bryan	N	0
26	Virginia Highlands Community College PO Box 828 Abingdon, Virginia 24212 Phone : 276-739-2579 Email : tmitchell@vhcc.edu Traci Mitchell	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	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
28	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:			148

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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	2/18/2020	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 one (1) intern from ETSU during the 2019 Spring Semester; one (1) intern from ETSU and one (1) intern from UT during the 2019 Summer Semester; four (4) interns from ETSU during the 2019 Fall Semester; three (3) interns from ETSU during the 2020 Spring Semester.</p>	4	<p>News Director Marketing Director Sports Director DAYTIME Producer</p>