

WJHL-TV
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Anchor/Reporter	1-3, 5-16, 18-20	10
Executive Producer III Digital Content	1-3, 5-6, 8-16, 19-20	10
News Producer	1, 3, 5-16, 19-20	7
Executive Producer	1, 5-16, 19-20	7
Digital Journalist	1, 3, 5-16, 19-20	3
Weekend Anchor/MMJ	1, 3-6, 8, 10-16, 19-20	4
Weekend Meteorologist	1, 3, 5-6, 8, 10-17, 19-20	10
Integrated Digital Specialist	1, 5-6, 8, 10-16, 19-20	10
Reporter/MMJ	1, 3, 5-8, 10-16, 19-20	10
Commercial Sales Producer	1, 5-6, 8, 10-13, 15-16, 19-20	10
Digital Content Producer	1, 3, 5-8, 10-13, 15-16, 19-20	10
Graphic Artist	1, 3, 5-6, 8, 10-13, 15-16, 19-20	10
IT Technician	1, 3, 5-6, 8, 10-13, 15-16, 19-20	10
Digital Video Journalist	1, 3, 5-6, 8, 10-13, 15-16, 19-20	10
Sales Assistant	1, 5-6, 8, 10-13, 16, 19-20	10
Production Director	1, 4-8, 10-13, 16, 19-20	4
News/Sports MMJ	1, 3, 5-6, 8, 10-13, 16, 19-20	10
Morning Editor/Digital Video Journalist	1, 3, 5-6, 8, 10-13, 16, 19-20	10
Commercial Sales Producer	1, 5-6, 8, 10-13, 16, 19-20	10
Production Tech	1, 5-8, 10-13, 16, 19-20	10
Digital Video Journalist	1, 3, 5-6, 8, 10-13, 16, 19-20	10
Promotions Producer	1, 3, 5-6, 8, 10-13, 16, 19-20	3
Digital Content Producer	1, 3-6, 8, 10-13, 16, 19-20	4

Nexstar did not actively distribute job vacancy notices to Indeed or LinkedIn Corporation. However, said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Source #9 NAACP Johnson City Branch was removed on 4/5/2021.

Recruiting Source #15 Tusculum College was removed on 6/8/2021.

Recruiting Source #18 University of Virginia, Wise Campus was removed on 11/16/20.

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Sales Account Executive	1, 5-6, 8, 10-13, 16, 19-20	10
Production Technician	1, 3, 5-8, 10-13, 16, 19-20	7
News Producer	1, 3-8, 10-13, 16, 19-20	4
Commercial Sales Producer	1, 3, 5-8, 10-13, 16, 19-20	10
Social Media Web Producer	1, 3, 5-8, 10-13, 16, 19-20	10
Digital Journalist	1, 5-6, 8, 10-13, 16, 19-20	10
Account Executive	1, 5-6, 8, 10-13, 16, 19-20	10
Marketing/Promotions Producer	1, 5-6, 8, 10-13, 16, 19-20	10
Producer I	1, 5-6, 8, 10-13, 16, 19-20	10
Nightside Executive Producer	1, 5-6, 8, 10-13, 16, 19-20	10
Digital Video Journalist	1, 3, 6-8, 10-13, 16, 19-20	3
Lifestyle Show Videographer	1, 4, 6, 8, 10-13, 16, 19-20	10
Production Technician	1, 5-8, 10-13, 16, 19-20	10
Local Sales Assistant	1, 5-6, 8, 10-13, 16, 19-20	10
Digital Sales Manager	1, 5-6, 8, 10-13, 16, 19-20	10
Office Receptionist/Digital Sales Planner	1, 3, 5-8, 10-13, 16, 19-20	3
Executive Producer	1, 5-6, 8, 10-13, 16, 19-20	10
News Producer	1, 5-8, 10-13, 16, 19-20	10

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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	Indeed.com	N	40
4	Internal Promotion	N	6
5	jobs4tn.gov 2515 Wesley Street Johnson City, Tennessee 37601 Phone : 423-610-0222 Url : JohnsonCity.TCC@tn.gov Email : Phillip.Vaughn@tn.gov Phillip Vaughn	N	0
6	King College 1350 King College Road Bristol, Tennessee 37620 Phone : 423-652-4752 Email : flgreen@king.edu Finley Green	N	0
7	Linked In	N	27
8	Miligan College 1 Bowers Blvd Milligan College, Tennessee 37682 Phone : 423-461-8316 Email : banderson@milligan.edu Beth Anderson	N	0
9	NAACP/Johnson City Branch P. O. Box 1878 Johnson City, Tennessee 37601 Phone : 256-521-4374 Email : Alonanorwood77@gmail.com Alona Norwood	N	0

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10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	96
11	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
12	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
13	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	1
14	Tusculum College 60 Shiloh Road Greenville, Tennessee 37743 Phone : 423-636-7447 Email : rlay@tusculum.edu Robin Lay	N	0
15	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

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16	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	0
17	TVJobs.com	N	1
18	University of Virginia, Wise Campus 1 College Avenue Wise, Virginia 24293 Phone : 276-328-0126 Email : njd8r@uvawise.edu Neva Bryan	N	0
19	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
20	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:			171

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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	6/9/2021	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	8	
2	8/2/2021	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) from East Tennessee State University during the 2021 Spring Semester; two (2) from East Tennessee State University during the 2021 Fall Semester; one (1) intern from University of North Carolina at Asheville during the Spring 2022 Semester; one (1) intern from Emory and Henry College during the Spring 2022 Semester; one (1) intern from Milligan University during the Spring 2022 Semester; three (3) interns from East Tennessee State University during the 2022 Spring Semester.</p>	9	Sports Director Marketing Director News Director DAYTIME Producer
3	3/3/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	9	