

# WJHL-TV

## EEO PUBLIC FILE REPORT

**April 1, 2022 - March 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Weekend Meteorologist	1, 6-7, 9-16	10
General Sales Manager	1, 6-7, 9-16	10
News Producer	1, 6-16	10
Lifestyle Show Videographer	1, 4, 6-16	10
News Producer	1, 6-7, 9-16	10
News Producer	1, 6-7, 9-16	10
Reporter/MultiMedia Journalist	1, 4, 6-16	10
Digital Video Journalist	1, 4, 6-7, 9-16	10
Production Technician	1, 6-7, 9-16	10
Digital Content/Social Media Producer	1, 6-16	10
Production Director	1, 4-7, 9-16	5
Local Sales Manager	1, 3, 6-16	8
Marketing/Creative Services Producer	1, 6-7, 9-16	10
News Producer	1, 4, 6-7, 9-16	10
Digital Content Producer	1, 4, 6-16	4
Morning News Anchor	1-2, 6-7, 9-16	10
Production Technician	1, 4, 6-16	8
Production Technician	1, 4, 6-16	4
Production Technician	1, 4, 6-16	8
Sales Account Executive	1, 4, 6-7, 9-16	4
Production Director	1, 4, 6-16	8
Reporter, MultiMedia Journalist	1, 6-7, 9-16	10
Integrated Digital Specialist	1, 3-4, 6-7, 9-16	10
4pm/7pm Anchor	1, 6-16	10

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS #11/Northeast State Community College was deleted on September 7, 2022

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Anchor/MMJ	1, 6-7, 9-16	10
Production Technician	1, 4, 6-16	10
Weekend Anchor/MMJ	1, 6-7, 9-10, 12-16	10
News Producer	1, 6-7, 9-10, 12-16	10
Receptionist/Digital Sales Planner	1, 4, 6-7, 9-10, 12-16	4
News Producer	1, 6-7, 9-10, 12-16	10
News Producer	1, 4, 6-7, 9-10, 12-16	10
News Producer	1, 4, 6-7, 9-10, 12-16	4
Production Technician	1-2, 4, 6-10, 12-16	8
Reporter/MMJ	1, 4, 6-7, 9-10, 12-16	10
Reporter/MMJ	1, 4, 6-7, 9-10, 12-16	4
Graphic Artist	1, 4, 6-7, 9-10, 12-16	4
Morning Editor/Digital Video Journalist	1, 4, 6-7, 9-10, 12-16	4
Digital Content Producer	1, 6-10, 12-16	8
Chief Engineer	1, 6-7, 9-10, 12-16	10
Production Technician	1, 4, 6-10, 12-16	8

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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
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	CareerBuilder.com	N	2
3	Employee Referral	N	2
4	Indeed.com	N	35
5	Internal Promotion	N	1
6	jobs4tn.gov 2515 Wesley Street Johnson City, Tennessee 37601 Phone : 423-610-0222 Url : JohnsonCity.TCC@tn.gov Email : Mario.Cardoza@tn.gov Mario Cardoza	N	0
7	King College 1350 King College Road Bristol, Tennessee 37620 Phone : 423-652-4752 Email : flgreen@king.edu Finley Green	N	0
8	Linked In	N	20
9	Miligan College 1 Bowers Blvd Milligan College, Tennessee 37682 Phone : 423-461-8316 Email : banderson@milligan.edu Beth Anderson	N	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	61

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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
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	0
14	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
15	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
16	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>121</b>

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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	4/1/2022	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 two (2) interns from East Tennessee State University during the 2022 Summer Semester, one (1) intern from East Tennessee State University during the 2022 Fall Semester, one (1) intern from Milligan University during the 2022 Fall Semester, one (1) intern from University of North Carolina Asheville during the 2022 Fall Semester, one (1) intern from Milligan University during the 2023 Spring Semester, three (3) interns from East Tennessee State University during the 2023 Spring Semester.</p>	9	Sports Director News Director Chief Meteorologist Marketing Director
2	10/20/2022	Co Sponsoring Job Fair	The Station participated at the University of Tennessee job (Career) fair. The Station personnel were able to meet with students to discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
3	3/13/2023	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.	7	