

WATN-TV, WJKT-TV, WLMT-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
National Sales Manager	2-7, 9-10, 16-17, 19, 21-28, 30-45, 49-50	9
General Assignment News Reporter	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 48	9
Local Sales Manager	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 51	9
Master Control Operator	2-5, 7, 10, 12, 16-17, 19, 21-28, 30-45	12
News Photographer	2-5, 7, 10, 16-17, 19, 21-28, 30-45	26
Account Executive Media Sales	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 49, 52	9
Account Executive Media Sales	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 49, 52	9
Account Executive Media Sales	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 49, 52	9
Account Executive Media Sales	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 49, 52	49
Account Executive Media Sales	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 49, 52	26
Account Executive Media Sales	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 49, 52	49
Account Executive Media Sales	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 49, 52	49
Director/Technical Director	2-5, 7, 9-10, 13, 16-17, 19, 21-28, 30-45	13
News Producer	2-5, 7, 9-10, 16-17, 19, 21-27, 30-45	9
Creative Services Director	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45, 51	9
Master Control Operator	2-5, 7, 9-10, 16-17, 19, 22-28, 30-45	45
News Producer	2-5, 7, 9-10, 16-17, 19, 21-28, 30-44, 49	9
Lifestyle Show Producer/Segment Booker	2-5, 7-12, 16-17, 19, 22-28, 30-45, 47	12
Sports Reporter & Anchor	2-5, 7, 10, 14-17, 19-20, 22-28, 30-45, 48	15
News Photographer	2-5, 7, 9-10, 16-17, 19, 21-28, 30-45	26

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General Assignment Morning News Reporter	2-5, 7, 10, 16-17, 19, 21-28, 30-45, 48	26
Promotions Producer/Editor	2-5, 7, 9-11, 15-17, 19, 21-28, 30-45, 47	9
News Producer	2-5, 7, 10, 16-19, 22-28, 30-45	18
News Producer	2-5, 7, 9-10, 17, 19, 21-28, 30-45	9
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	49
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	1
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	9
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	49
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	18
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	12
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	9
Account Executive Sales	1-5, 7, 9-10, 12, 17-28, 30-45, 49	1
News Photographer	2-5, 7, 9-10, 15, 17-28, 30-45	9
Weekend Co-Anchor & Reporter	2-5, 7, 9-10, 15-17, 19, 21-28, 30-45, 48	9
Master Control Operator	2-5, 7, 10-11, 17, 19, 21-28, 30-45	11
Local Sales Assistant	2, 4-5, 7, 9, 17, 19, 22-23, 25-28, 30- 42, 44-45	9
Weekend Anchor & Reporter	2-5, 7, 9-10, 17, 19, 21-28, 30-38, 40- 45, 48	9
Evening Anchor & Reporter	2-5, 7, 10, 12, 17, 19, 21-28, 30-45, 48	12
News Producer	2-5, 7, 9-10, 16-17, 19, 21-28, 30-46	9
Local Sales Assistant	2-5, 7, 10, 16-17, 19, 22-46	29

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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	Advertisement-TV	N	7
2	American Sportscasters Association 225 Broadway New York, New York 10007 Phone : 212-227-8080 Email : lschwa8918@aol.com Pat Turturro	N	0
3	AR State University 2105 Aggie Rd Jonesboro, Arkansas 72401 Phone : 870-972-3025 Url : https://astate-csm.symplicity.com/employers Jessica Herrington Manual Posting	N	0
4	Arkansas Workforce Center 2003 W Broadway West Memphis, Arkansas 72301 Phone : 870-400-2269 Email : david.barch@arkansas.gov David Barch	Y	0
5	Athens State College 301 Beaty St. Athens, Alabama 35611 Phone : 256-233-8146 Url : https://athens-csm.symplicity.com/employers/index.php?s=home Saralyn Mitchell Manual Posting	N	0
6	CareerBuilder.com	N	1
7	Christian Brothers College 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3330 Email : crogers@cbu.edu Curt Rogers	N	0
8	Educational Institution	N	1
9	Employee Referral	N	39

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Harding University 915 E Market Ave Searcy, Arkansas 72143 Phone : 501-279-4454 Url : http://www.harding.edu/academics/academic-support/ Butch Gardner Manual Posting	N	0
11	Indeed.com	N	4
12	Internal Promotion	N	4
13	Intracompany Transfer	N	1
14	Job Fair	N	1
15	Job/Bulletin Board	N	5
16	Lane College 545 Lane Ave Jackson, Tennessee 38301 Phone : 731-410-6709 Katrina Tate Manual Posting	N	0
17	LeMoyne Owen College 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : wanda_blair-jones@loc.edu Wanda Blair-Jones	N	0
18	Linked In	N	3
19	Memphis Urban League 413 N Crosstown Memphis, Tennessee 38104 Phone : 901-272-2491 Email : sdallas@memul.org Sandra Dallas	Y	0
20	Monster	N	3
21	Monumental Baptist Church 704 S Parkway E Memphis, Tennessee 38106 Phone : 901-946-2529 Fax : 1-901-946-5272 Pastor Wade Bryant	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
22	MS Blvd Christian Church 70 N Bellevue Blvd Memphis, Tennessee 38104 Phone : 901-729-6222 Email : anderson.eva@theblvd.org Eva Anderson	N	0
23	MS Dept of Employment Security 1235 Echelon Pkwy Jackson, Mississippi 39213 Phone : 601-855-3185 Email : joborder@mdes.ms.gov Steve McMahon	Y	0
24	MS State University 75 B. S. Hood Dr MS State University, Mississippi 39762 Phone : 662-325-3344 Url : https://msstate-csm.symplicity.com/employers/ Scott Maynard Manual Posting	N	0
25	NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : info@naacpmemphis.org Sherry Boyce	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25
27	Northwest Community College 4975 Highway 51 N Senatodia, Mississippi 38668 Phone : 662-562-3954 Email : kbroadway@northwestms.edu Katie Broadway	N	0
28	Ohio Media School 5330 E Main St Suite 200 Whiehall, Ohio 43213 Phone : 614-655-5250 Email : amoore@beonair.com Alvis James Moore	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
29	Re-hire	N	1
30	Remington College 2710 Nonconnah Blvd Memphis, Tennessee 38132 Phone : 901-345-1000 Email : randy.peace@remingtoncollege.edu Randy Peace	N	0
31	Rhodes College 2000 N Parkway Memphis, Tennessee 38112 Phone : 901-843-3800 Email : careers@rhodes.edu Sandy Tracy	N	0
32	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4553 Email : dmoyo@rustcollege.edu Dr. Debayo Moyo	N	1
33	Shelby County Schools Telecommunications Center 2485 Union Ave Memphis, Tennessee 38112 Phone : 901-416-3460 Email : eversons@scsk12.org Stephanie Eversons	N	0
34	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4264 Email : wcoopwood@southwest.tn.edu Wanda Coopwood	N	0
35	SRVS 3971 Knight Arnold Rd Memphis, Tennessee 38118 Phone : 901-312-9594 Email : troy.allen@srvs.org Troy Allen	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
36	TN Association of Broadcasters 2 International Plaza Suite 902 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : http://www.tabtn.org Brenda Heidt Manual Posting	N	0
37	TN College of Applied Technology 550 Alabama Ave Memphis, Tennessee 38105 Phone : 901-543-6169 Email : gwen.white@tcatmemphis.edu Gwen White	N	0
38	TN Labor & Workforce Development 4240 Hickory Hill Center Memphis, Tennessee 38141 Phone : 901-578-4280 Email : darrell.a.lewis@tn.gov Darrell A Lewis	Y	0
39	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C Holloway	N	5
40	U of M Dept Career & Development 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2239 Email : careerservices@memphis.edu Tammy Haley	N	0
41	U of M Dept of Communications Art 3745 Central Ave Memphis, Tennessee Phone : 901-678-3176 Email : mmassey@memphis.edu Malvin Massey	N	0
42	U of M Herff College of Engineering 202 D Engineering Adm Building Memphis, Tennessee 38152 Phone : 901-678-4933 Email : srmoses@memphis.edu Shelia Moses	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
43	University of MS P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Christy Wright Manual Posting	N	0
44	University of MS Student Media Center 201 Bishop University, Mississippi 38677 Phone : 662-915-5503 Email : pthomps1@olemiss.edu Patricia Thompson	N	0
45	WATN Website 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 901-323-2430 Freddie Milton Manual Posting	N	1
46	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
47	Z - 602communications.com 458 S Reid Dr. Lakeland, Florida 37283 Phone : 919-217-4438 Email : slizik@602communications.com Sandy Lizik	N	0
48	Z - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Michael Bille Manual Posting	N	0

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49	Z - Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 650-528-2047 Url : http://www.indeed.com Bridget Boss Manual Posting	N	19
50	Z - Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Email : ads@spotsndots.com Emily McKay	N	0
51	Z - TVNewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Email : phersh@newscheckmedia.com Patty Hersh	N	2
52	ZipRecruiter 40 E Rio Salado Parkway Tempo, Arizona 85281 Phone : 480-750-6648 Url : www.ziprecruiter.com Lee Ellis Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			123

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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	6/12/2017	Participation in events or programs sponsored by educational institutions	WATN sponsors an internship program that allows students to gain practical experience in our operations in the news department. WATN hosted one (1) intern, from Middle Tennessee State University, during the 2017 Summer Semester.	1	News Director
2	7/10/2017	Participation in events or programs sponsored by educational institutions	WATN sponsors an internship program that allows students to gain practical experience in our operations in the news department. WATN hosted one (1) intern, from University of Memphis, during the 2017 Summer Semester.	1	News Director
3	8/23/2017	Hosting of Job Fair	The Station, at its studio location, sponsored a job fair focusing on Account Executive opportunities. During the event, certain hiring managers spoke to potential applicants, collected resumes and conducted on site interviews.	3	LSM LSM DOS
4	1/2/2018	Participation in events or programs sponsored by educational institutions	WATN sponsors an internship program that allows students to gain practical experience in our operations in the news department. WATN hosted one (1) intern, from Rust College, Holly Springs, MS during the 2017 Winter Semester.	1	News Director