

**WATN-TV, WJKT-TV, WLMT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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
Master Control Hub Supervisor	1-4, 6, 10-11, 13-15, 17-25, 27-43, 53	23
Production Manager	1-4, 6, 8, 10, 14-15, 17-25, 27-43	23
Promotions Producer/Editor	1-3, 6, 8, 10, 12, 14-15, 17-25, 27-43	8
Master Control Operator	1-4, 6, 8, 10-11, 14-15, 17-25, 27-43	11
Account Executive Sales	1-4, 6, 8, 10, 14-15, 17-25, 27-43, 46	46
Account Executive Sales	1-4, 6, 8, 10, 14-15, 17-25, 27-43, 46	8
Account Executive Sales	1-4, 6, 8, 10, 14-15, 17-25, 27-43, 46	8
Account Executive Sales	1-4, 6, 8, 10, 14-15, 17-25, 27-43, 46	29
Account Executive Sales	1-4, 6, 8, 10, 14-15, 17-25, 27-43, 46	46
Director/Technical Director	1-4, 6, 10-11, 14-15, 17-25, 27-43	11
Master Control Hub Manager	1-4, 6, 8, 10-11, 14-15, 17-25, 27-43, 47, 53, 55	8
News Producer	1-4, 6, 8, 10, 14-15, 17-25, 27-43	8
Master Control Operator	1-4, 6, 10-11, 14-15, 17-25, 27-43	11
News Photographer	1-4, 6, 10-11, 14-15, 17-43	26
News Producer	1-4, 6, 10-11, 14-15, 17-25, 27-43	11
Master Control Operator	1-4, 6, 8, 10-11, 14-15, 17-25, 27-43	11
Account Executive Sales	1-4, 6, 8, 10, 14-43, 46, 50	16
Account Executive Sales	1-4, 6, 8, 10, 14-43, 46, 50	46
Account Executive Sales	1-4, 6, 8, 10, 14-43, 46, 50	46
Account Executive Sales	1-4, 6, 8, 10, 14-43, 46, 50	8
Account Executive Sales	1-4, 6, 8, 10, 14-43, 46, 50	46
Account Executive Sales	1-4, 6, 8, 10, 14-43, 46, 50	26
Account Executive Sales	1-4, 6, 8, 10, 14-43, 46, 50	23
Master Control Operator	1-6, 10-11, 14-43	5
Master Control Operator	1-6, 10-11, 14-43	11
Master Control Operator	1-6, 10-11, 14-43	23
Master Control Operator	1-6, 10-11, 14-43	11

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Master Control Operator	1-6, 10-11, 14-43	11
Lifestyle Show Producer/Segment Booker	1-4, 6, 10, 12, 14-25, 27-43, 54	12
News Photographer	1-4, 6, 10, 12, 14-15, 17-25, 27-43	12
Master Control Hub Assistant Manager	1-4, 6, 10, 12, 15, 17-25, 27-43	12
Creative Services Director	1-4, 6, 10, 14-25, 27-43, 53	42
Weekend Anchor & Reporter	1-4, 6, 10, 15, 17, 19-25, 27-43, 51	23
Weekend Meteorologist/Weekday News Reporter	1-4, 6, 10-12, 15, 17, 19-25, 27-43, 51	11
General Assignment News Reporter/Digital Content P	1-4, 6, 10-11, 15, 17, 19-25, 27-43, 51	23
Chief Engineer - Nexstar, Memphis, TN	1-4, 6, 10-12, 15, 17, 19-25, 27-43, 52, 56	11
Master Control Operator	1-4, 6, 9-11, 15, 17, 19-25, 27-43, 50	9
Digital Content Producer/Evening Assignment Editor	1-4, 6-7, 10, 12, 15, 17, 19-25, 27-43	12
News Photographer	1-4, 6, 10-11, 15, 17, 19-25, 27-43	11
News Producer	1-4, 6, 10-12, 15-17, 19-25, 27-43	16
Account Executive Sales	1-4, 6-8, 10, 15, 17, 19-25, 27-45, 47- 49	8
Promotions Producer/Editor	1-4, 6, 10, 12, 15, 17, 19-25, 27-49	12

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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	American Sportscasters Association 225 Broadway New York, New York 10007 Phone : 212-227-8080 Email : lschwa8918@aol.com Pat Turturro	N	0
2	AR State University 2105 Aggie Rd Jonesboro, Arkansas 72401 Phone : 870-972-3025 Url : <a href="https://astate-csm.symplicity.com/employers">https://astate-csm.symplicity.com/employers</a> Email : tijohnson@astate.edu Tiffany Johnson	N	0
3	Arkansas Workforce Center 2003 W Broadway West Memphis, Arkansas 72301 Phone : 870-400-2269 Email : sandra.atwater@arkansas.gov Fax : 1-870-400-4911 Sandra Atwater	Y	0
4	Athens State College 301 Beaty St. Athens, Alabama 35611 Phone : 256-233-8146 Url : <a href="https://athens-csm.symplicity.com/employers/index.php?s=home">https://athens-csm.symplicity.com/employers/index.php?s=home</a> Saralyn Mitchell Manual Posting	N	0
5	CareerBuilder.com	N	1
6	Christian Brothers College 650 E Parkway S Memphis, Tennessee 38104 Phone : 901-321-3330 Email : crogers@cbu.edu Curt Rogers	N	0
7	Educational Institution	N	2
8	Employee Referral	N	20
9	GlassDoor	N	1

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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 : <a href="http://www.harding.edu/academics/academic-support/">http://www.harding.edu/academics/academic-support/</a> Email : <a href="mailto:careercenter@harding.edu">careercenter@harding.edu</a> Joy Hatley	N	0
11	Indeed.com	N	21
12	Internal Promotion	N	12
13	Job/Bulletin Board	N	1
14	Lane College 545 Lane Ave Jackson, Tennessee 38301 Phone : 731-410-6709 Fax : 1-731-426-7553 Katrina Tate	N	0
15	LeMoyne Owen College 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-435-1729 Email : <a href="mailto:wanda_blair-jones@loc.edu">wanda_blair-jones@loc.edu</a> Wanda Blair-Jones	N	0
16	Linked In	N	5
17	Memphis Urban League 413 N Crosstown Memphis, Tennessee 38104 Phone : 901-272-2491 Email : <a href="mailto:sdallas@memul.org">sdallas@memul.org</a> Sandra Dallas	Y	0
18	Monumental Baptist Church 704 S Parkway E Memphis, Tennessee 38106 Phone : 901-946-2529 Fax : 1-901-946-5272 Pastor Wade Bryant	N	0
19	MS Blvd Christian Church 70 N Bellevue Blvd Memphis, Tennessee 38104 Phone : 901-272-5612 Email : <a href="mailto:barnes.claude@theblvd.org">barnes.claude@theblvd.org</a> Claude Barnes	N	0

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20	MS Dept of Employment Security 1235 Echelon Pkwy Jackson, Mississippi 39213 Phone : 601-855-3214 Email : cpoole@mdes.ms.gov Clint Poole	Y	0
21	MS State University 75 B. S. Hood Dr MS State University, Mississippi 39762 Phone : 662-325-3344 Url : <a href="https://msstate-csm.symplicity.com/employers/">https://msstate-csm.symplicity.com/employers/</a> Email : mjones@career.msstate.edu Martha Jones	N	0
22	NAACP 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : info@naacpmemphis.org Sherry Boyce	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
24	Northwest Community College 4975 Highway 51 N Senatodia, Mississippi 38668 Phone : 662-562-3954 Fax : 1-662-562-3949 Tonyalle Rush	N	0
25	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
26	Re-hire	N	4

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27	Remington College 2710 Nonconnah Blvd Memphis, Tennessee 38132 Phone : 901-345-1000 Email : randy.peace@remingtoncollege.edu Randy Peace	N	0
28	Rhodes College 2000 N Parkway Memphis, Tennessee 38112 Phone : 901-843-3800 Url : www.rhodes.edu Email : moena@rhodes.edu Amy Moen	N	0
29	Rust College 150 Rust Ave Holly Springs, Mississippi 38635 Phone : 662-252-4553 Email : dmoyo@rustcollege.edu Dr. Debayo Moyo	N	1
30	Shelby County Schools Telecommunications Center 2485 Union Ave Memphis, Tennessee 38112 Phone : 901-416-3460 Email : eversons@scsk12.org Stephanie Eversons	N	0
31	Southwest TN Community College 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4264 Email : wcoopwood@southwest.tn.edu Wanda Coopwood	N	0
32	SRVS 3971 Knight Arnold Rd Memphis, Tennessee 38118 Phone : 901-312-9594 Email : troy.allen@srvs.org Troy Allen	Y	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
33	TN Association of Broadcasters 2 International Plaza Suite 902 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://www.tabtn.org">http://www.tabtn.org</a> Brenda Heidt Manual Posting	N	0
34	TN College of Applied Technology 550 Alabama Ave Memphis, Tennessee 38105 Phone : 901-543-6137 Email : <a href="mailto:gwen.sutton@tcatmemphis.edu">gwen.sutton@tcatmemphis.edu</a> Gwen Sutton	N	0
35	TN Labor & Workforce Development 4240 Hickory Hill Center Memphis, Tennessee 38141 Phone : 901-543-7542 Email : <a href="mailto:stanley.burton@tn.gov">stanley.burton@tn.gov</a> Stanley Burton	Y	1
36	TVJobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark C Holloway	N	7
37	U of M Dept Career & Development 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-5634 Email : <a href="mailto:tigertalent@memphis.edu">tigertalent@memphis.edu</a> Yolanda Dillard	N	0
38	U of M Dept of Communications Art 3745 Central Ave Memphis, Tennessee Phone : 901-678-3176 Email : <a href="mailto:mmassey@memphis.edu">mmassey@memphis.edu</a> Malvin Massey	N	0
39	U of M Herff College of Engineering 202 D Engineering Adm Building Memphis, Tennessee 38152 Phone : 901-678-4933 Email : <a href="mailto:srmoses@memphis.edu">srmoses@memphis.edu</a> Shelia Moses	N	0

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40	University of MS P.O. Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Christy Wright Manual Posting	N	0
41	University of MS Student Media Center 201 Bishop University, Mississippi 38677 Phone : 662-915-5503 Email : pthomps1@olemiss.edu Patricia Thompson	N	0
42	WATN Website 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 901-323-2430 Freddie Milton Manual Posting	N	1
43	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
44	X - DirectEmployers Association 7602 Woodland Dr. Suite 200 Indianapolis, Indiana 46278 Phone : 866-268-6206 Job Board Manual Posting	N	0
45	X - Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Phone : 415-508-3003 Job Board Manual Posting	N	0



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46	X - Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 650-528-2047 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Bridget Boss Manual Posting	N	29
47	X - LinkedIn 1000 W. Maude Ave Sunnyvale, California 94085 Phone : 855-655-5653 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> LinkedIn LinkedIn Manual Posting	N	0
48	X - Monster.com 133 Boston Post Rd Weston, Massachusetts 02493 Phone : 800-666-7837 Job Board Manual Posting	N	0
49	X - Recruit.net 1234 Fifth Unknown, Tennessee Phone : 555-5551234 Job Board Manual Posting	N	0
50	XY - Broadcast On-Air 1725 N Shelby Oaks Dr Suite 101 Memphis, Tennessee 38134 Phone : 9013232430 Url : <a href="http://www.localmemphis.com">www.localmemphis.com</a> Freddie Milton Manual Posting	N	7
51	Y - Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Michael Bille Manual Posting	N	0

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52	Z - 2Society of Broadcast Engineers, Inc 9102 North Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 John Poray Manual Posting	N	0
53	Z - 3TVNewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0
54	Z - 602communications.com 458 S Reid Dr. Lakeland, Florida 37283 Phone : 919-217-4438 Email : slizik@602communications.com Sandy Lizik	N	0
55	Z - TV Technology c/o Newbay Media 5285 Shawee Rd Suite 525 Alexandria, Virginia 22312-2334 Phone : 703-852-4600 ext 610 Url : www.tvtechnology.com Caroline Freeland Manual Posting	N	0
56	Z - TVB Broadcast Television Jobs 120 Wall Street 15th Fl New York, New York 10005 Phone : 212-891-2284 Email : phil@tvb.org Phil Kirk	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>139</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	5/7/2018	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in the areas of the news department and production.</p> <p>The SEU hosted eight (8) interns, one (1) intern, from University of Memphis, two (2) interns, from Middle Tennessee State University, and one (1) intern, from University of Knoxville, during the 2018 Summer Semester, one (1) intern, from University of Memphis Fall Semester and three (3) interns, from Rust College, during the 2018 Winter Semester</p>	2	News Director Production Manager
2	7/19/2018	Hosting of Job Fair	<p>The SEU hosted a job fair. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Stations.</p> <p>During the event, certain hiring managers spoke to potential applicants, collected resumes and conducted on site interviews.</p>	3	LSM LSM DOS
3	2/6/2019	Participation in Job Fairs	WATN participated in the Rhodes College Career Fair on Rhodes College campus. WATN personnel met with potential job applicants.	1	Executive Adm Svcs
4	2/19/2019	Participation in Job Fairs	WATN participated in the Christian Brothers University Career & Internship Expo on campus. WATN personnel met with potential job applicants.	2	Executive Scv Adm Creative Svcs Director