

WJTV-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 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
Integrated Digital Specialist	1-2, 4-13, 15-17, 19, 21-23, 25-29, 34-40	40
Digital Journalist	1-2, 4-6, 8-15, 18, 21, 25-29, 31, 34, 36-40	14
Account Executive	4-6, 8-15, 21, 25-29, 31, 34, 36-41	31
Multimedia Journalist	2, 4-6, 8-15, 17, 21-22, 25-29, 31, 34-36, 38-41	31
Multimedia Journalist	2, 4-6, 8-15, 17, 21-22, 25-29, 31, 34-36, 38-41	40
Account Executive	2, 4-6, 8-13, 15, 21, 25-29, 31, 34, 36-41	31
Anchor, WKDY Evening	2, 4-6, 8-13, 15, 17, 21, 25-28, 31, 34-41	31
Producer	2, 4-6, 8-13, 15, 17, 21, 25-28, 31, 34, 36-41	31
Producer	2, 4-5, 8-13, 15, 20-21, 25-29, 31, 34-36, 38-41	31
Account Executive	4-6, 8-13, 15, 18, 21-22, 25-29, 31, 34-36, 38-41	31
Multimedia Journalist	4-6, 8-15, 18, 21-22, 25-29, 31, 34, 36, 38-41	31
Creative Services Director	4-6, 8-15, 18, 21-22, 25-31, 34, 36, 38-41	40
Assistant News Director	5-6, 8-13, 15, 21-22, 25-28, 30-31, 34-41	31
Receptionist	5-6, 8, 10-13, 15, 21, 25-29, 31, 34, 36, 38-41	40
Producer	5-6, 8-13, 15, 18, 21-22, 25-28, 31, 34-36, 38-41	31
Producer	5-6, 8-13, 15, 18, 21-22, 25-28, 31, 34-36, 38-41	18
National Sales Assistant	5-6, 8-13, 15, 17, 21, 25-28, 31, 34, 36, 38-41	31
Anchor, WKDY AM	5, 8-13, 15, 21, 25-29, 31, 34-36, 38-41	40

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Account Executive	3, 5-6, 8-15, 21-22, 25-29, 31, 34, 36, 38-40	14
Account Executive	3, 5-6, 8-15, 21-22, 25-29, 31, 34, 36, 38-40	14
Account Executive	3, 5-6, 8-15, 21-22, 25-29, 31, 34, 36, 38-40	31
Anchor, Weather, WKND, PM	5-6, 8-13, 15, 20-21, 25-29, 31, 34, 36, 38-41	31
Sports Anchor	31, 40-41	40
Video Editor	5-6, 8-15, 21, 25-29, 31, 34, 36, 38-41	31
Digital Content Producer	3, 5-6, 8-15, 21-22, 25-29, 31, 34-36, 38-41	14
Multimedia Journalist	1, 3, 5-13, 15, 18, 21, 25-29, 31, 34, 36, 38-41	31
Multimedia Journalist	1, 3, 5-13, 15, 18, 21, 25-29, 31, 34, 36, 38-41	31
Multimedia Journalist	1, 3, 5-13, 15, 18, 21, 25-29, 31, 34, 36, 38-41	31
Multimedia Journalist	1, 3, 5-13, 15, 18, 21, 25-29, 31, 34, 36, 38-41	31
Creative Services Producer	3, 5-6, 8-15, 21, 25-29, 31, 34, 36, 38- 41	14
Director	3, 5-6, 8-15, 17, 21, 25-28, 31, 33-34, 36, 38-41	31
Sales Assistant	3, 5-6, 8-13, 15, 21, 25-28, 31, 34, 36, 38-41	40
Graphic Artist	3, 5-6, 9-13, 15, 17-18, 21, 25-29, 31, 34, 36, 38-41	31
Graphic Artist	31, 40-41	40
News Director	3, 5-6, 8-15, 18, 21, 24-32, 34, 36, 38- 41	31
Promotions Producer	3, 5-6, 8-15, 18, 21, 24-29, 31, 34, 36, 38-41	31
Creative Services Producer	3, 6, 8-15, 17, 21, 25-28, 31, 34-36, 38- 41	31

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Receptionist	3, 5-6, 8-15, 17-18, 21, 25-28, 31, 34, 36, 38-41	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	Alcorn State University Box 359 Lorman, Mississippi 39096 Phone : 601-877-6111 Email : cbristow@lorman.alcorn.edu Fax : 1-601-877-2975 Clinton Bristow, Jr.	N	0
2	Alcorn State University Career Placement Services PO Box 390 Lorman, Mississippi 39096 Phone : 601-877-6279 Url : http://alcorn.edu Joey Mitchell Manual Posting	N	0
3	American Advertising Federation 1101 Vermont Avenue NW 5th Floor Washington, District of Columbia 20005 Phone : 6013838592 Email : rryan@wjtv.com Rachel Ryan	N	0
4	Antonelli College 2323 Lakeland Drive Jackson, Mississippi 39232 Phone : 601-362-9991 Url : http://antonellicollege.edu Email : shemekka.anderson@antonellicollege.edu Shemekka Anderson	N	0
5	Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : http://belhaven.edu Claire Langley Manual Posting	N	0
6	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 2026020584 Heather Birks Manual Posting	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
7	Coahoma Junior College Route 1 Box 616 Clarksdale, Mississippi 38614 Phone : 662-627-4155 Email : msmoore-6@yahoo.com Fax : 1-662-627-4361 Monica Moore	N	0
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
9	Dept. of Veterans Affairs 1600 E. Woodrow Wilson Drive Jackson, Mississippi 39216 Phone : 601-362-4471 Url : http://jackson.va.gov Jennifer Armwood Manual Posting	N	0
10	Hinds Community College PO Box 1100 Raymond, Mississippi Phone : 601-857-3499 Url : http://hindsgcc.edu Email : iyanna.colly@hindsgcc.edu Iyanna Colly	N	0
11	Hire Mizzou Tigers 215 University Hall Columbia, Missouri 65211 Phone : 573-882-0699 Email : johnstonj@missouri.edu Joe Johnston	N	0
12	Holmes Community College 412 W Ridgeland Ave Ridgeland, Mississippi 39157 Phone : 662-472-9057 Url : http://holmescc.edu Email : tjones@holmescc.edu Luke Jones	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
13	Holmes Community College Career Planning PO Box 369 Goodman, Mississippi 39079 Phone : 601-605-3313 Url : http://holmescc.edu Email : awhittington@holmescc.edu Amy Whittington	N	0
14	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut Phone : 888-888-8888 Url : http://indeed.com Job Posting Manual Posting	N	12
15	Jackson Advocate 100 W. Hamilton Street Jackson, Mississippi 39202 Phone : 601-948-4122 Url : http://jacksonadvocate.com Email : janews@thejacksonadvocate.com Alice Tisdale	N	0
16	Jackson State University 1400 John R. Lynch St. Jackson, Mississippi Phone : 601/976-2477 Url : www.jsums.edu Fax : 601/979-3948 Lavenita Cottrell	N	0
17	Jackson Urban League 2310 Hwy80 W Bldg 1, Suite E Jackson, Mississippi 39204 Phone : 601-714-4600 Url : http://nul.iamempowered.com Willie Cole Manual Posting	N	0
18	LinkedIn 1500 N. Shoreline Boulevard Mountain View, California Internet Posting Manual Posting	N	7

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19	Media General, Inc 333 East Franklin Street Richmond, Virginia 23219 Phone : 205-488-4135 Url : http://mediageneral.com Email : sellenburg@mediageneral.com Susan Ellenburg	N	0
20	Media Match.com 714 N. La Brea Hollywood, California 90038 Phone : 323-284-5589 Url : http://mediamatch.com Job Posting Manual Posting	N	0
21	Millsaps College Career Center 1701 North State Street Jackson, Mississippi 39210 Phone : 601-974-1000 Url : http://millsaps.edu Email : careercenter@millsaps.edu Tonya Craft	N	0
22	Mississippi College Career Services PO Box 4010 Clinton, Mississippi 39058 Phone : 601-925-3901 Url : http://mc.edu Jim Miller Manual Posting	N	0
23	Mississippi State PO Box P Mississippi State Mississippi State, Mississippi 39762 Phone : 662-325-3344 Fax : 662-325-7975 Sandra	N	0
24	Monster Worldwide, Inc 622 Third Avenue 39th Floor New York, New York 10017 Phone : 212-351-7000 Url : http://monster.com Job Posting Manual Posting	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
25	MS Employment Services 5959 I-55 North Frontage Road Suite C Jackson, Mississippi 39213 Phone : 601-321-7940 Url : http://mdes.ms.gov Email : jacksonjobcenter@mdes.ms.gov Fax : 1-601-321-7967 Ketra McGriggs	N	0
26	MS State Univeristy PO Box P Miss State, Mississippi 39762 Phone : 662-325-3344 Url : http://msstate.edu Email : smaynard@career.msstate.edu Angie Chrestman	N	0
27	MS University for Women 405 Cochran Hall 1100 College Street/MUW1624 Columbus, Mississippi 39701 Phone : 662-241-7619 Url : http://muw.edu Email : twilliams@sa.muw.edu Towanda Williams	N	0
28	MS Valley State University 14000 Hwy 82 W Box 7246 Itta Bena, Mississippi 38941 Phone : 662-254-3441 Url : http://mvsu.edu/career_services Email : trwallace@mvsu.edu Tiffany Wallace	N	0
29	NAACP 1072 John R. Lynch Street #10 Jackson, Mississippi 39203 Phone : 601-353-6906 Url : http://naacp.org Janette Self Manual Posting	N	0
30	NewsCheckMedia LLC 24 West Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Phone : 4844128297 Kathy Haley Manual Posting	N	0

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31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	74
32	Rick Gevers & Associates 355 E. Ohio Street #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Url : www.rickgevers.com Rick Gevers Manual Posting	N	0
33	Television Bureau of Advertising 3 East 54th Street 10th Floor New York, New York 10022 Phone : 212-486-1111 Url : http://tvb.org Job Posting Manual Posting	N	0
34	Tougaloo College 500 W. County Line Road Tougaloo, Mississippi 39174 Phone : 601-977-7815 Url : http://tougaloo.edu Email : wmcowell@tougaloo.edu Whitney McDowell	N	0
35	TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	4
36	University of Mississippi PO Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : http://olemiss.edu Email : jonathan@career.olemiss.edu Jonathan Harrington	N	0

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37	University of Southern MS Career Services 118 College Drive #5014 Hattiesburg, Mississippi Phone : 601-266-4153 Url : http://usm.edu Kathleen Killam Manual Posting	N	0
38	WHLT Internal Posting 5912 Hwy 49 Suite A Hattiesburg, Mississippi 39401 Phone : 662-545-2077 Url : http://whlt.com Email : cjacks@whlt.com Cheryl Jacks	N	0
39	William Carey College 498 Tuscan Avenue Box 181 Hattiesburg, Mississippi 39401 Phone : 601-318-6051 Url : http://wmcarey.edu Email : bwright@wmcarey.edu Fax : 1-601-318-6770 Brandon Wright	N	0
40	WJTV Internal Posting 1820 TV Road Jackson, Mississippi 39204 Phone : 601-969-4567 Url : http://wjtv.com Email : jpittman@wjtv.com Jamie Pittman	N	16
41	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			113

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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	2/1/2018	Establishment of an intern program designed to assist members of the community	The Station has an established internship program. The Station hosted two (2) interns during the 2018 Spring Semester. The students are from ASU and MC. Internships provide students with real-life work experience in the broadcast industry.	3	News Director Assignment Manager Sports Director
2	2/13/2018	Participation in Job Fairs	The station participated at the Spring 2018 career fair at Mississippi College. Station personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	Business Administrator Marketing Coordinator
3	2/27/2018	Participation in Job Fairs	The station participated at the Spring 2018 career fair at The University of Southern Mississippi. Station personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	Brand Manager Director of Sales
4	10/4/2018	Participation in Job Fairs	The station participated at the Fall 2018 Jackson State University career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	Business Administrator Marketing Coordinator
5	10/9/2018	Participation in Job Fairs	The station participated at the Fall 2018 career fair at The University of Southern Mississippi. Station personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	Business Administrator Marketing Coordinator