

WJTV-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Reporter/Meteorologist	2-4, 6, 10, 12, 14-19, 24, 27-31, 34, 40, 42, 44-47	34
Producer	1, 3-4, 6, 9-10, 12, 14-19, 24, 27-31, 34, 40, 42, 44-47	34
Account Executive	1, 3-4, 6, 9-10, 12, 14-19, 24, 27-31, 34, 40-42, 44-47	18
Account Executive	1, 3-4, 6, 9-10, 12, 14-19, 24, 27-31, 34, 40-42, 44-47	34
IT Systems Manager	1, 3-4, 6-7, 10-19, 21, 24-31, 34, 39-48	34
Sports Director	1, 3-4, 6-7, 10-19, 21, 24-32, 34, 39, 41-48	41
Sales Assistant	1, 3-4, 6-7, 10-19, 21, 24-31, 34, 39-48	46
Video Editor	1, 3-4, 6-7, 10-19, 21, 24-31, 34, 39-48	18
Account Executive	1-4, 6-7, 10-16, 18-19, 21, 24-31, 34, 39-48	34
Anchor, Weather, WKND, PM	1, 3-4, 6-7, 10-19, 21, 24-31, 34, 39-48	10
Account Executive	3-4, 6-8, 10-19, 21, 24-31, 34, 39-48	34
Producer	1-4, 6-7, 10-19, 21, 24-31, 34, 39-48	43
Account Executive	2-4, 6-7, 10-19, 21, 23-31, 34, 39-48	18
Account Executive	2-4, 6-7, 10-19, 21, 23-31, 34, 39-48	18
Account Executive	2-4, 6-7, 10-19, 21, 23-31, 34, 39-48	21
Account Executive	2-4, 6-7, 10-19, 21, 23-31, 34, 39-48	34
Video Editor	2-4, 6-7, 10-19, 21-31, 34, 39-48	34
Video Editor	2-4, 6-7, 10-19, 21-31, 34, 39-48	46
Multi Media Journalist	1, 3-4, 6-7, 10-19, 21, 23-31, 34, 39-48	34
Multi Media Journalist	1, 3-4, 6-7, 10-19, 21, 23-31, 34, 39-48	34
Commercial Producer	2-4, 6-7, 10-19, 21, 23-31, 34, 39-48	46
Multi Media Journalist	3-4, 6-8, 10-19, 21, 23-25, 27-31, 34, 37-40, 42-48	7
Producer	2-8, 10-31, 33-48	21
Anchor, Weather, WKDY, AM	2-4, 6-7, 10-13, 15-19, 21, 23-31, 34, 39-48	46

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Director of Sales	2-4, 6-7, 10-13, 15-19, 21, 23-31, 33-34, 39-48	46
Digital Executive Producer	2-4, 6-7, 10-13, 15-19, 21, 23-31, 34, 39-48	46
Executive Producer	2-4, 6-7, 10-13, 15-19, 21, 23-31, 34, 39-40, 42-48	46
Director	2-4, 6-7, 10-13, 15-19, 21, 23-31, 34, 39, 41-48	34
Sales Assistant	2-4, 6-7, 10-13, 15-21, 23-31, 34, 39-48	18

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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 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 : aafjackson@gmail.com Rachel Ryan	N	0
4	Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : http://belhaven.edu Claire Langley Manual Posting	N	0
5	Bizjobs.com PO Box 95915 Seattle, Washington 98101 Phone : 406-558-4696 Url : http://bizjobs.com Job Posting Manual Posting	N	0
6	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 2026020584 Email : heather@beaweb.org Heather Birks	N	0

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7	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : http://careerbuilder.com Job Listings Manual Posting	N	2
8	Clarion Ledger PO Box 23067 Jackson, Mississippi Phone : 601-961-7100 Url : http://clarionledger.com Beverly Brown Manual Posting	N	0
9	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
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	1
11	Craig's List 1381 9th Avenue San Francisco, California 94122 Phone : 888-888-8888 Url : http://craigslist.com Job Listings Manual Posting	N	0
12	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

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13	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Url : www.glassdoor.com Career Website Manual Posting	N	0
14	Hinds Community College PO Box 1100 Raymond, Mississippi Phone : 601-857-3499 Url : http://hindscc.edu Email : iyanna.colly@hindscc.edu Iyanna Colly	N	0
15	Hire Mizzou Tigers 215 University Hall Columbia, Missouri 65211 Phone : 573-882-0699 Email : johnstonj@missouri.edu Joe Johnston	N	0
16	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
17	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
18	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut Phone : 888-888-8888 Url : http://indeed.com Job Posting Manual Posting	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	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
20	Journalism Jobs.com 72 Plaza 2nd Floor Berkley, California 94705 Phone : 510-653-1521 Url : http://journalismjobs.com Job Posting Manual Posting	N	0
21	LinkedIn 1500 N. Shoreline Boulevard Mountain View, California Internet Posting Manual Posting	N	8
22	Media Match.com 714 N. La Brea Hollywood, California 90038 Phone : 323-284-5589 Url : http://mediamatch.com Job Posting Manual Posting	N	0
23	MediaGigNow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : www.mediagignow.com Email : customerservice@mediagignow.com Career Website	N	0
24	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

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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	Mississippi College Career Services PO Box 4010 Clinton, Mississippi 39058 Phone : 601-925-3901 Url : http://mc.edu Jim Miller Manual Posting	N	0
26	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
27	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
28	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
29	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
30	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

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31	NAACP 1072 John R. Lynch Street #10 Jackson, Mississippi 39203 Phone : 601-353-6906 Url : http://naacp.org Janette Self Manual Posting	N	0
32	National Urban League 2548 Livingston Road Jackson, Mississippi 39213 Phone : 601-987-6783 Url : http://nul.iamempowered.com Email : benetaburt@bellsouth.net Beneta Burt	N	0
33	NewsCheckMedia LLC 24 West Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Phone : 4844128297 Kathy Haley Manual Posting	N	0
34	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	48
35	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
36	Spots-N-Dots 600 W. Peachtree Street NW Atlanta, Georgia 30308 Phone : 888-884-2630 Url : http://spotsndots.com Job Posting Manual Posting	N	0

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37	Sucherman Group 1212 Avenue of the Americas Suite 1901 New York, New York 10036 Phone : 310.479.8207 Rich Tackenburg Manual Posting	N	0
38	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
39	The Association of LGBTQ Journalists 2120 L Street, NW STE 850 Washington, District of Columbia 20009 Phone : 2028878209 Url : www.nlgja.org Email : info@nlgja.org Elliot Ayers	Y	0
40	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
41	TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	2
42	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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43	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	1
44	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
45	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
46	WJTV Internal Posting 1820 TV Road Jackson, Mississippi 39204 Phone : 601-969-4567 Url : http://wjtv.com Email : jpittman@wjtv.com Jamie Pittman	N	11
47	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
48	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Url : www.ziprecruiter.com Career Website Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

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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	2/1/2019	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program. Internships provide students with real-life work experience in the broadcast industry.</p> <p>The station hosted three (3) interns during the 2019 Spring Semester from Alcorn State University and Jackson State University.</p> <p>The station hosted three (3) interns during the 2019 Summer Semester from Hinds Community College, Alcorn State University and Jackson State University.</p>	3	ND Assignment Manager Sports Director
2	2/12/2019	Participation in Job Fairs	The Station participated at the Mississippi College Spring 2019 career fair. Station personnel were able to meet with students and discuss vacancies at the station an in the broadcasting industry.	2	BA Marketing Coordinator
3	2/21/2019	Participation in Job Fairs	The Station participated at the Jackson State University Spring 2019 career fair. Station personnel were able to meet with students and discuss vacancies at the station an in the broadcasting industry.	2	BA Marketing Coordinator
4	2/26/2019	Participation in Job Fairs	The Station participated at the University of Southern Mississippi Spring 2019 career fair. Station personnel were able to meet with students and discuss vacancies at the station an in the broadcasting industry.	2	BA GSM
5	10/3/2019	Participation in Job Fairs	The Station participated at the Jackson State University Fall 2019 career fair. Station personnel were able to meet with students and discuss vacancies at the station an in the broadcasting industry.	2	BA Marketing Coordinator Anchor
6	10/8/2019	Participation in Job Fairs	The Station participated at the University of Southern Mississippi Fall 2019 career fair. Station personnel were able to meet with students and discuss vacancies at the station an in the broadcasting industry.	2	Marketing Coordinator GSM