

**WJTV-TV**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

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
Multi Media Journalist	2-16, 18-21, 24-33, 35-41	29
Anchor, Weather, WKDY, AM	1-5, 7-10, 12-16, 18-22, 24-29, 32-41	25
Sales Assistant	1-5, 7-10, 12-22, 24-29, 32-41	15
Producer	1-5, 7-10, 12-16, 18-22, 24-29, 32-41	29
Account Executive	1-5, 7-10, 12-22, 24-29, 32-41	18
Digital Sales Manager	1-5, 7-10, 12-22, 24-29, 32-41	29
Multi Media Journalist	1-5, 7, 9-10, 12-16, 18, 20-29, 32-41	29
Creative Services Producer	1-5, 7, 9-10, 12-16, 18, 20-29, 32-41	29
Local Sales Manager	1-5, 7, 9-10, 12-16, 18, 20-29, 32-41	29
Multi Media Journalist	1-5, 7, 9-10, 12-16, 18, 21-29, 32-41	29
Producer	1-5, 7, 9-10, 12-16, 18, 21-29, 32-41	18
Anchor, WKDY AM	1-5, 7, 9-10, 12-16, 18, 21-29, 32-41	18
Commercial Producer	1-5, 7, 9-10, 12-16, 18, 21-29, 32-41	29
Producer	1-5, 7, 9-10, 12-16, 18, 21-26, 28-29, 33-41	15
Account Executive	1-5, 7, 9-10, 12-16, 18, 21-26, 28-29, 32-41	15
Anchor, WKDY AM	1-5, 7, 9-10, 12-16, 18, 21-26, 28-29, 32-41	39
Producer	1-5, 7, 9-10, 12-16, 18, 21-26, 28-29, 32-41	5
Multi Media Journalist	1-5, 7, 9-10, 12-16, 18, 21-26, 28-29, 32-41	29
Director	1-5, 7, 9-10, 12-16, 18, 21-26, 28-29, 32-41	29
Producer	1-5, 7, 9-10, 12-16, 18, 21-26, 28-29, 32-41	15

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alcorn State University Career Placement Services PO Box 390 Lorman, Mississippi 39096 Phone : 601-877-6279 Url : <a href="http://alcorn.edu">http://alcorn.edu</a> Joey Mitchell Manual Posting	N	0
2	American Advertising Federation 1101 Vermont Avenue NW 5th Floor Washington, District of Columbia 20005 Phone : 6013838592 Email : <a href="mailto:aafjackson@gmail.com">aafjackson@gmail.com</a> Rachel Ryan	N	0
3	Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : <a href="http://belhaven.edu">http://belhaven.edu</a> Claire Langley Manual Posting	N	0
4	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 2026020584 Email : <a href="mailto:heather@beaweb.org">heather@beaweb.org</a> Heather Birks	N	0
5	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : <a href="http://careerbuilder.com">http://careerbuilder.com</a> Job Listings Manual Posting	N	2
6	Clarion Ledger PO Box 23067 Jackson, Mississippi Phone : 601-961-7100 Url : <a href="http://clarionledger.com">http://clarionledger.com</a> Beverly Brown Manual Posting	N	0

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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Craig's List 1381 9th Avenue San Francisco, California 94122 Phone : 888-888-8888 Url : <a href="http://craigslist.com">http://craigslist.com</a> Job Listings Manual Posting	N	0
9	Dept. of Veterans Affairs 1600 E. Woodrow Wilson Drive Jackson, Mississippi 39216 Phone : 601-362-4471 Url : <a href="http://jackson.va.gov">http://jackson.va.gov</a> Jennifer Armwood Manual Posting	N	0
10	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Url : <a href="http://www.glassdoor.com">www.glassdoor.com</a> Career Website Manual Posting	N	0
11	Hinds Community College PO Box 1100 Raymond, Mississippi Phone : 601-857-3499 Url : <a href="http://hindscc.edu">http://hindscc.edu</a> Email : <a href="mailto:iyanna.colly@hindscc.edu">iyanna.colly@hindscc.edu</a> Iyanna Colly	N	0
12	Hire Mizzou Tigers 215 University Hall Columbia, Missouri 65211 Phone : 573-882-0699 Email : <a href="mailto:johnstonj@missouri.edu">johnstonj@missouri.edu</a> Joe Johnston	N	0

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13	Holmes Community College 412 W Ridgeland Ave Ridgeland, Mississippi 39157 Phone : 662-472-9057 Url : <a href="http://holmescc.edu">http://holmescc.edu</a> Email : <a href="mailto:tjones@holmescc.edu">tjones@holmescc.edu</a> Luke Jones	N	0
14	Holmes Community College Career Planning PO Box 369 Goodman, Mississippi 39079 Phone : 601-605-3313 Url : <a href="http://holmescc.edu">http://holmescc.edu</a> Email : <a href="mailto:awhittington@holmescc.edu">awhittington@holmescc.edu</a> Amy Whittington	N	0
15	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut Phone : 888-888-8888 Url : <a href="http://indeed.com">http://indeed.com</a> Job Posting Manual Posting	N	15
16	Jackson Advocate 100 W. Hamilton Street Jackson, Mississippi 39202 Phone : 601-948-4122 Url : <a href="http://jacksonadvocate.com">http://jacksonadvocate.com</a> Email : <a href="mailto:janews@thejacksonadvocate.com">janews@thejacksonadvocate.com</a> Alice Tisdale	N	0
17	Journalism Jobs.com 72 Plaza 2nd Floor Berkley, California 94705 Phone : 510-653-1521 Url : <a href="http://journalismjobs.com">http://journalismjobs.com</a> Job Posting Manual Posting	N	0
18	LinkedIn 1500 N. Shoreline Boulevard Mountain View, California Internet Posting Manual Posting	N	18

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19	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
20	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
21	Mississippi College Career Services PO Box 4010 Clinton, Mississippi 39058 Phone : 601-925-3901 Url : http://mc.edu Jim Miller Manual Posting	N	0
22	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
23	MS Association of Broadcasters 403D-3 Towne Center Blvd Ridgeland, Mississippi 39157 Phone : 601-957-9121 Url : http://msbroadcasters.org Amanda Fontaine Manual Posting	N	0
24	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
25	MS State Univeristy PO Box P Miss State, Mississippi 39762 Phone : 662-325-3344 Url : <a href="http://msstate.edu">http://msstate.edu</a> Email : <a href="mailto:smaynard@career.msstate.edu">smaynard@career.msstate.edu</a> Angie Chrestman	N	1
26	MS University for Women 405 Cochran Hall 1100 College Street/MUW1624 Columbus, Mississippi 39701 Phone : 662-241-7619 Url : <a href="http://muw.edu">http://muw.edu</a> Email : <a href="mailto:twilliams@sa.muw.edu">twilliams@sa.muw.edu</a> Towanda Williams	N	0
27	MS Valley State University 14000 Hwy 82 W Box 7246 Itta Bena, Mississippi 38941 Phone : 662-254-3441 Url : <a href="http://mvsu.edu/career_services">http://mvsu.edu/career_services</a> Email : <a href="mailto:trwallace@mvsu.edu">trwallace@mvsu.edu</a> Tiffany Wallace	N	0
28	NAACP 1072 John R. Lynch Street #10 Jackson, Mississippi 39203 Phone : 601-353-6906 Url : <a href="http://naacp.org">http://naacp.org</a> Janette Self Manual Posting	N	0
29	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	38
30	Sucherman Group 1212 Avenue of the Americas Suite 1901 New York, New York 10036 Phone : 310.479.8207 Rich Tackenburg Manual Posting	N	0

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31	Television Bureau of Advertising 3 East 54th Street 10th Floor New York, New York 10022 Phone : 212-486-1111 Url : <a href="http://tvb.org">http://tvb.org</a> Job Posting Manual Posting	N	0
32	The Association of LGBTQ Journalists 2120 L Street, NW STE 850 Washington, District of Columbia 20009 Phone : 2028878209 Url : <a href="http://www.nlgja.org">www.nlgja.org</a> Email : <a href="mailto:info@nlgja.org">info@nlgja.org</a> Elliot Ayers	Y	0
33	Tougaloo College 500 W. County Line Road Tougaloo, Mississippi 39174 Phone : 601-977-7815 Url : <a href="http://tougaloo.edu">http://tougaloo.edu</a> Email : <a href="mailto:wmcdowell@tougaloo.edu">wmcdowell@tougaloo.edu</a> Whitney McDowell	N	0
34	TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Job Listings Manual Posting	N	0
35	University of Mississippi PO Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : <a href="http://olemiss.edu">http://olemiss.edu</a> Jonathan Harrington Manual Posting	N	0
36	University of Southern MS Career Services 118 College Drive #5014 Hattiesburg, Mississippi Phone : 601-266-4153 Url : <a href="http://usm.edu">http://usm.edu</a> Kathleen Killam Manual Posting	N	0

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37	WHLT Internal Posting 5912 Hwy 49 Suite A Hattiesburg, Mississippi 39401 Phone : 662-545-2077 Url : <a href="http://whlt.com">http://whlt.com</a> Email : <a href="mailto:cjacks@whlt.com">cjacks@whlt.com</a> Cheryl Jacks	N	0
38	William Carey College 498 Tuscan Avenue Box 181 Hattiesburg, Mississippi 39401 Phone : 601-318-6051 Url : <a href="http://wmcarey.edu">http://wmcarey.edu</a> Email : <a href="mailto:bwright@wmcarey.edu">bwright@wmcarey.edu</a> Fax : 1-601-318-6770 Brandon Wright	N	0
39	WJTV Internal Posting 1820 TV Road Jackson, Mississippi 39204 Phone : 601-969-4567 Url : <a href="http://wjtv.com">http://wjtv.com</a> Email : <a href="mailto:jpittman@wjtv.com">jpittman@wjtv.com</a> Jamie Pittman	N	8
40	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
41	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Url : <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> Career Website Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>82</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	2/1/2020	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 two (2) interns during the 2020 Spring Semester from Jackson State University and Mississippi College.</p>	2	News Director Assignment Manager
2	2/20/2020	Participation in Job Fairs	The Station participated at the Jackson State University Spring 2020 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	BA/HR Coordinator News Director
3	2/25/2020	Participation in Job Fairs	The Station participated at the Mississippi College Spring 2020 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	BA/HR Coordinator Marketing Coordinator
4	3/3/2020	Participation in Job Fairs	The Station participated at the University of Southern Mississippi Spring 2020 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	News Director Marketing Coordinator
5	10/14/2020	Participation in Job Fairs	The Station participated in the Mississippi College Fall 2020 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	BA/HR Coordinator Digital Sales Manager