

WJTV-TV
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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	1-4, 6-8, 10-16, 18-19, 21, 23-40	30
Multi Media Journalist	1-4, 6-8, 10-16, 18-19, 21, 23-40	30
Account Executive	2-16, 18-32, 36-40	30
Account Executive	2-16, 18-32, 36-40	23
Graphic Artist	2-4, 7-8, 11-15, 17-20, 23, 25-32, 36-40	17
Executive Producer	2-4, 7-8, 11-15, 18-20, 23, 25-32, 36-40	38
Multi Media Journalist	2-4, 7-9, 11-15, 18-19, 23, 25-32, 36-40	9
Producer	2-4, 7-9, 11-15, 18-19, 23, 25-27, 29-32, 36-40	9
Content Producer	2-4, 7-8, 11-15, 17-20, 23, 25-32, 36-40	11
Multi Media Journalist	2-4, 7-8, 11-15, 18-20, 23, 25-32, 36-40	38
Assistant News Director	2-4, 7-9, 11-15, 18-19, 23, 25-32, 36-40	9
Account Executive	2-4, 7-8, 11-15, 18-19, 23, 25-32, 36-40	30
Producer	2-4, 7-8, 11-15, 18-19, 23, 25-32, 36-40	30
Multi Media Journalist	2-4, 7-8, 11-15, 18-20, 23, 25-32, 36-40	30
Digital Producer	2-4, 7-8, 11-15, 17-20, 23, 25-32, 36-40	30
Multi Media Journalist	2-4, 7-8, 11-15, 18-20, 23, 25-32, 36-40	30

1. The Station deleted RS 1, Alcorn, on 1/26/21 and RS 33, TVJobs, on 1/26/21.
2. Nexstar did not actively distribute job vacancy notices to Career Builder, Indeed, LinkedIn or Monster. However said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.
3. In certain limited circumstances (i.e. specialized skill set etc.), the Station uses paid recruiters, such as RS #22 (mediarecruiters.com) and #5 (Broadcasting and Cable), in addition to the general recruiting sources list. Due to the cost-prohibitive nature of these services, such pay for play recruiting sources are not employed for every single vacancy.

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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 Career Placement Services PO Box 390 Lorman, Mississippi 39096 Phone : 601-877-6279 Url : http://alcorn.edu Joey Mitchell Manual Posting	N	0
2	American Advertising Federation 1101 Vermont Avenue NW 5th Floor Washington, District of Columbia 20005 Phone : 6013838592 Email : aafjackson@gmail.com Rachel Ryan	N	0
3	Belhaven College 1500 Peachtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Url : http://belhaven.edu Claire Langley Manual Posting	N	0
4	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 2026020584 Email : heather@beaweb.org Heather Birks	N	0
5	Broadcasting & Cable 360 Park Avenue South New York, New York 10010 Phone : 212-337-7073 Url : http://varietycareers.com Email : katie.rosa@reedbusiness.com Fax : 1-212-206-8327 Katie Rosa	N	0
6	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : http://careerbuilder.com Job Listings 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	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
8	Dept. of Veterans Affairs 1600 E. Woodrow Wilson Drive Jackson, Mississippi 39216 Phone : 601-362-4471 Url : http://jackson.va.gov Email : jennifer.armwood@va.gov Jennifer Armwood	N	1
9	Employee Referral	N	6
10	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Url : www.glassdoor.com Career Website Manual Posting	N	0
11	Handshake 1820 TV Road Jackson, Mississippi 39204 Phone : 6019694567 Jamie Pittman Manual Posting	N	3
12	Hinds Community College PO Box 1100 Raymond, Mississippi Phone : 601-857-3499 Url : http://hindsc.edu Iyanna Colly Manual Posting	N	0
13	Hire Mizzou Tigers 215 University Hall Columbia, Missouri 65211 Phone : 573-882-0699 Email : johnstonj@missouri.edu Joe Johnston	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
14	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
15	Holmes Community College Career Planning PO Box 369 Goodman, Mississippi 39079 Phone : 662.472.9002 Url : http://holmescc.edu Email : lalexander@holmescc.edu Linda Jones	N	0
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut Phone : 888-888-8888 Url : http://indeed.com Job Posting Manual Posting	N	0
17	Indeed.com	N	7
18	Jackson Advocate 100 W. Hamilton Street Jackson, Mississippi 39202 Phone : 601-948-4122 Url : http://jacksonadvocate.com Email : janeews@thejacksonadvocate.com Alice Tisdale	N	0
19	Jackson State University PO Box 17280 Jackson, Mississippi 39217 Phone : 6019791658 Email : tigers2work@jsums.edu Lashanda Jordan	N	0
20	Linked In	N	10
21	LinkedIn 1500 N. Shoreline Boulevard Mountain View, California Internet Posting Manual Posting	N	0

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22	Media Recruiters.com 20456 E. Orchard Place Centennial, Ohio 80016 Phone : 303-400-5150 Url : http://mediarecruiters.com Email : sales@mediasalesavails.com Job Posting	N	0
23	Mississippi College Career Services PO Box 4010 Clinton, Mississippi 39058 Phone : 601-925-3901 Url : http://mc.edu Jim Miller Manual Posting	N	1
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
25	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
26	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
27	MS State Univeristy PO Box P Miss State, Mississippi 39762 Phone : 662-325-3344 Url : http://msstate.edu Email : achrestman@career.msstate.edu Angie Chrestman	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
28	MS University for Women 405 Cochran Hall 1100 College Street/MUW1624 Columbus, Mississippi 39701 Phone : 662-241-7619 Url : http://muw.edu Email : tjwilliams@muw.edu Towanda Williams	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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	30
31	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
32	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
33	TVJobs Broadcast Employment Services PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings 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
34	University of Mississippi PO Box 1848 University, Mississippi 38677 Phone : 662-915-7174 Url : http://olemiss.edu Jonathan Harrington Manual Posting	N	0
35	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
36	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
37	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
38	WJTV Internal Posting 1820 TV Road Jackson, Mississippi 39204 Phone : 601-969-4567 Url : http://wjtv.com Email : jpittman@wjtv.com Jamie Pittman	N	3
39	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	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
40	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Url : www.ziprecruiter.com Career Website Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

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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	2/23/2021	Participation in Job Fairs	The Station participated at the University of Southern Mississippi Spring 2021 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	3	Local Sales Manager Creative Services Director News Director
2	2/25/2021	Participation in Job Fairs	The Station participated at the Jackson State University Spring 2021 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	3	Director of Sales News Director Business Administrator
3	3/10/2021	Participation in Job Fairs	The Station participated at the Mississippi College Spring 2021 career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	4	Business Administrator Creative Services Director Local Sales Manager Digital Sales Manager
4	4/29/2021	Participation in Job Fairs	The Station participated at the Hinds Community College Spring 2021 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 Local Sales Manager
5	9/28/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Southern Mississippi of Journalism. He spoke about career decisions and job requirements.	1	News Director
6	9/29/2021	Participation in Job Fairs	The Station participated at the Jackson State University Fall 2021 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 Director of Sales
7	10/6/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Mississippi of Journalism. He spoke about career decisions and job requirements.	1	News Director
8	10/27/2021	Participation in Job Fairs	The Station participated at the University of Southern Mississippi Fall 2021 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 Creative Services Director

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9	11/3/2021	Participation in Job Fairs	The Station participated at the Jackson Public School District career fair. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	1	BA/HR Coordinator