

WJBF-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Producer, News 2018-3455	1-4, 6-10, 12-17, 19-20, 24, 26-28, 30-48	26
Anchor/MMJ, WKND, AM 2018-3439	1-4, 6-10, 12-17, 19, 21, 25, 27-28, 30-48	21
Reporter, Multi-Media Journalist 2018-3548	2-3, 6-7, 9-10, 14-16, 19-22, 27-28, 30, 32-34, 36-37, 39-40, 42-48	22
Reporter, Multi-Media Journalist 2018-3714	2-3, 6-7, 9-10, 14-16, 18-21, 27-28, 30, 32-34, 36-37, 39-40, 43-48	21
Sales Trainee/Sales Support 2019-3807	2-3, 6-7, 9, 11, 14-16, 19-20, 27-28, 30, 32-34, 36-37, 39-40, 42-48	11
Wknd Meteorologist 2019-3838	2-3, 6-7, 9, 14-16, 18, 20, 22, 27-28, 30, 32-34, 37, 39-40, 42-48	22
Sales, Account Executive III 2019-4075	2-3, 6-7, 9, 11, 14-16, 18-19, 25, 27-28, 30, 32-34, 37, 39-40, 42-48	18
News Photographer-WJBF Req 2019-5014	2-3, 5-7, 9, 14-16, 19, 24, 27-30, 32-34, 37, 39-40, 42-48	30
Account Executive III, Sales WJBF 2019-5413	2-3, 5-7, 9, 14-16, 19, 21, 24, 27-30, 32-34, 37, 39-40, 42-45, 47-48	21
Assignment Manager I	2-3, 5-7, 9, 11, 14-16, 19-20, 27-30, 32-34, 37, 39-40, 43-45, 47-48	11
Digital Producer I	2-3, 5-7, 9, 14-16, 18-21, 27-30, 32-34, 37, 39-40, 43-45, 47-48	21
News Producer	2-3, 5-7, 9, 11, 14-16, 18-19, 24-25, 27-30, 32-34, 37, 39-40, 42-45, 47-48	11
Producer, News	2-3, 5-7, 9, 14-16, 19, 23-24, 27-30, 32-34, 37, 39-40, 42-45, 47-48	23
Atlanta Georgia Capital Reporter/MMJ-WJBF	2-3, 5-7, 9, 11, 14-16, 18-19, 24, 27-30, 32-34, 37, 39-40, 42-45, 47-48	11

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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	Albany State College 504 College Dr Albany, Georgia 31710 Phone : 229-430-4920 Email : correcia.edmondson@asurams.edu Fax : 1-229-430-2867 Jobs Listings	N	0
2	Albany State University 504 College Drive Albany, Georgia 31701 Phone : 229-430-4646 Url : http://www.asurams.edu Email : careers@asurams.edu Virginia Stewart	N	0
3	Allen University 1530 Harden St Columbia, South Carolina 29204 Phone : 803-376-5758 Email : humanresources@allenuniversity.edu Arnett Hall	N	0
4	Annenberg School for Communications 3502 Watt Way Ste 140 Los Angeles, California Phone : 213-740-5297 Url : http://www.annenberg.usc.edu Email : suzannea@usc.edu Jobs Listings	N	0
5	Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Phone : 678-871-9153 Url : http://aabj.org/ Email : aabj.org@gmail.com Human Resources	N	0
6	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4000 Email : dwendt@augustatech.edu Donna Wendt	N	0

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7	BEA Website 1711 N Street, NW Washington, District of Columbia 20036 Phone : 202-602-0587 Url : http://www.beaweb.org/wp/ Fax : 1-202-609-9940 Traci Bailey	N	0
8	Chinese Consolidated Assoc 548 Walker St Augusta, Georgia 30901 Phone : 706-250-0683 Email : ccbaaugusta@gmail.com Jobs Listings	N	0
9	Clemson University Box 344007 Clemson, South Carolina Phone : 864-656-2000 Url : http://www.clemson.edu Email : jpatte4@clemson.edu Jobs Listings	N	0
10	Devry University 250 North Arcadia Avenue Decatur, Georgia 30030 Phone : 404-292-7900 Url : http://www.myinterfase.com/hiredevry Email : kdenenberg@devry.edu Andrew Jeon	N	0
11	Employee Referral	N	5
12	Entertainment Employment Journal PO Box 60163 Corpus Christi, Texas 78472 Phone : 316-986-0118 Url : http://www.eej.com Jobs Listings Manual Posting	N	0
13	GA Assoc of Broadcasters 8046 Roswell Road Ste 100A Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Jobs Listings Manual Posting	N	0

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14	GA Dept of Labor 601 Greene St Augusta, Georgia 30903 Phone : 706-721-3131 Email : augusta_cc@gdol.ga.gov Renee Januszki	N	0
15	Georgia Department of Veteran Services Floyd Veterans Memorial Building Suite E-970 Atlanta, Georgia Phone : 404-656-2300 Email : gavetsvc@vs.state.ga.us Jobs Listings	N	0
16	Georgia Southern University Landrum PO Box 8104 Statesboro, Georgia 30460 Phone : 912-478-5468 Fax : 1-912-478-0325 Rosenwald Building	N	1
17	Georgia State University 33 Gilmer St SE Atlanta, Georgia 30303 Phone : 404-413-2000 Belinda Lindsey Manual Posting	N	0
18	GlassDoor	N	6
19	Goodwill Career Center 3120 Peach Orchard Rd Augusta, Georgia 30906 Phone : 706-790-8500 Fax : 1-706-772-9045 Marcell Margaret	N	0
20	Indeed.com	N	7
21	Internal Promotion	N	6
22	Intracompany Transfer	N	2
23	Job Fair	N	1
24	Job/Bulletin Board	N	6
25	Linked In	N	3
26	Monster	N	1

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27	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : http://broadcastcareerlink.nabef.org/employers Email : nmann@nab.org Nate Mann	N	0
28	National Council of LaRaza 1126 16th St NW Washington, District of Columbia 20036 Phone : 202-785-5993 Url : http://www.nclr.org Email : hrmail@nclr.org Fax : 1-202-776-1792 Janet Murquia	N	0
29	National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626-792-6462 Url : http://www.nhmc.org Email : info@nhmc.org Fax : 1-626-792-6051 Jessica Gonzalez	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	4
31	Savannah Technical College 5717 White Bluff Road Savannah, Georgia 31405 Phone : 912-443-5880 Url : http://www.savannahtech.edu/ Connie Ellis Manual Posting	N	0

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32	SC Employment Security Comm 1571 Richland Ave E Aiken, South Carolina 29801 Phone : 803-6411065 Url : http://www.scworks.org Email : sheadrick@dew.sc.gov Fax : 1-803-641-7241 Jobs Listings	N	0
33	SC State Conference-NAACP PO Box 1148 Columbia, South Carolina 29202 Phone : 803-754-4584 Email : info@scnaacp.org Dwight Jones	N	0
34	SC State University PO Box 7068 Orangeburg, South Carolina 29117 Phone : 803-533-3995 Email : jobs@scsu.edu Joseph Thomas	N	0
35	Southern Univ & A&M College PO Box 9820 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Email : careerservices@subr.edu Tamara Montgomery	N	0
36	UGA Career Center 825 Lumpkin St Athens, Georgia 30602 Phone : 706-542-8429 Url : http://career.uga.edu/hireuga/contact Email : career@uga.edu Fax : 1-706-542-8431 Leann Colob	N	0
37	University of Florida PO Box 118505 Gainesville, Florida 32611 Phone : 352-392-1601 Url : http://www.crc.usf.edu Email : hsrccommunications@ufl.edu Phyllis Pema	N	0

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38	University Of Missouri Columbia MO, Missouri 65211 Phone : 573-882-7701 Url : https://app.joinhandshake.com Diane Felton Manual Posting	N	0
39	University of NC Campus Box 5140 Haynes Hall Chapel Hill, North Carolina 27599 Phone : 919-843-9886 Fax : 1-919-962-2658 Kelly Kosuda	N	0
40	University of SC 6th Fl-H William Close Bldg Columbia, South Carolina 29208 Phone : 803-777-7280 Url : http://www.sccp.sc.edu Email : uscjobs@sc.edu Michael Cantelmi	N	0
41	University of SC-Aiken 171 University Pkwy Aiken, South Carolina 29803 Phone : 803-641-3280 Url : https://app.joinhandshake.com Corey Feraldi Manual Posting	N	0
42	Valdosta State College 1500 N Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5709 Url : http://www.valdosta.edu Fax : 1-229-259-5030 Jobs Listings	N	0
43	Veterans Employment and Training 61 Forsyth St SW Suite 6T85 Atlanta, Georgia 30303 Phone : 404-562-2313 Url : http://www.dol.gov/vets/ Email : augustacc@dol.state.ga.us Fax : 1-706-721-5038 William Bolls	N	0

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44	Veterans Empowerment Organization of Georgia 1599 Memorial Drive SE Suite E-7 Atlanta, Georgia 30317 Phone : 404-451-5117 Url : http://www.veteransempowerment.org/ Email : joann@veteransempowerment.org Wayne Lewis	N	0
45	Vietnam Veterans of America 1760 Rogers Ave SW Atlanta, Georgia 30310 Phone : 770-896-9586 Email : vvachapter883@yahoo.com Edison McGhee	N	0
46	Vorhees College PO Box 678 Denmark, South Carolina 29042 Phone : 803-780-1234 Email : humanresources@voorhees.edu Jobs Listings	N	0
47	West Georgia College 355 Parker Hall Carrollton, Georgia 30118 Phone : 678-839-6431 Email : vhardin@westga.edu Fax : 1-678-839-6432 Vicki Hardin	N	0
48	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:			42

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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	1/10/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Youth Leadership Columbia County-Media Marketing Day. They spoke about career decisions and job requirements.	3	News Operations Manager Local Sales Manager News Executive Producer Manager
2	2/7/2019	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted five (5) interns from Georgia Southern University and the University of South Carolina-Aiken during the 2019 Spring Semester; two (2) interns from Augusta University and University of Georgia during the 2019 Summer Semester.	2	News Operations Manager Production Supervisor
3	2/8/2019	Co Sponsoring Job Fair	The Station participated at the Georgia Association of Broadcast and University of Georgia Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Dir. of Digital Journalism & Content
4	4/3/2019	Participation in Job Fairs	The Station participated at the South Carolina Broadcasters Association Collegiate Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	News Operations Manager News Anchor Sports Anchor
5	4/17/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the LCC Education and Media Day. He spoke about career decisions and job requirements.	2	News Operations Manager News Anchor
6	10/11/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the Georgia Southern University Multi-Media Journalist Weekend Workshop where Station personnel demonstrated the process for preparation of newscast for live on-air broadcast.	2	Production Director Producer

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7	11/22/2019	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices including upper-level positions, to GA Department of Labor, Georgia Department of Veteran Services, NAB, Veterans Empowerment Organization of Georgia and Vietnam Veterans of America.	1	HR Business Coordinator