WATE-TV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 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
Local Sales Manager	1-4, 6, 8, 10-11, 13-14, 16-20	8
Local Sales Assistant	1-7, 10-11, 13-14, 16-20	7
Sports Director	1-4, 6, 10-11, 13-14, 16-20	14
News Producer	1-4, 6, 10-11, 13-14, 16-20	14
Producer/Assignment Editor	1-6, 9-14, 16-20	9
Reporter, News	1-4, 6, 9-14, 16-20	9
Manager, Digital Media	1-6, 10-11, 13-14, 16-20	5
Digital Meteorologist	1-4, 6, 10-11, 13-14, 16-20	18
Account Executive	1-4, 6-7, 10-14, 16-20	12
Account Executive, Automotive	1-4, 6-7, 10-11, 13-14, 16-20	14
News Anchor	1-6, 10-14, 16-20	5
Coordinator I, Traffic	1-4, 6-7, 10-14, 16-20	14
Digital Video Content Specialist	1-4, 6-7, 10-11, 13-14, 16-20	14
News Producer	1-4, 6-7, 10-14, 17-20	12
Technician I, Operations	1-4, 6, 10-15, 17-20	12

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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	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Email : etucker@alasu.edu Ella Tucker	N	0
2	Carson Newman College 2130 Branner Avenue Jefferson City, Tennessee 37760 Phone : 865-471-2000 Email : dnewman@cn.edu Donnie Newman	Y	0
3	East Tennessee State University Dept. of Communication P.O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-1000 Email : langes@etsu.edu Shara Lange	N	0
4	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
5	Employee Referral	N	6
6	Employer Support of the Guard and Reserve 3041 Sidco Drive Nashville, Tennessee 37204 Email : douglas.b.gilbert4.ctr@mail.mil Doug Gilbert	Y	0
7	Indeed.com	N	9
8	Internal Promotion	N	1
9	Intracompany Transfer	N	2
10	Knoxville Area Employment Consortium 241 E Woodland Ave Knoxville, Tennessee 37917 Email : kaectn@gmail.com Lauren Witzler	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
11	Knoxville Area Urban League 1514 East Fifth Avenue Knoxville, Tennessee 37917 Phone : 865-524-5511 Email : info@thekaul.org Bill Myers	N	0
12	Linked In	N	7
13	NAACP of Oak Ridge P.O. Box 6165 Oak Ridge, Tennessee 37831 Phone : online Email : waltergho@aol.com Walter Ghosten	Y	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	16
15	Professional/Industry Trade Organization	N	1
16	South College 3904 Lonas Drive Knoxville, Tennessee 37909 Phone : 865-524-3043 Email : gtaylor@southcollegetn.edu Gary Taylor	N	0
17	University of TN Dept. of Journalism and Electronic Media 333 Communications Building Knoxville, Tennessee 37996 Phone : 865-974-5155 Email : dnd330@utk.edu Deborah Douglas	Y	0
18	WATE-TV 1306 N Broadway St Knoxville, Tennessee 37917 Phone : 865-633-6909 Url : http://wate.com/ Tim Cooley Manual Posting	N	6

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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	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
20	YWCA of Knoxville 420 West Clinch Ave. Knoxville, Tennessee 37902 Phone : 865-523-6126 Email : jrothery@ywcaknox.com JoAnn Rothery	N	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**48**

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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	9/10/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a virtual guest speaker before a journalism class at the University of Tennessee. She spoke about career decisions and job opportunities at the station and in the broadcast industry.	1	Director, Programming and Community
2	9/14/2020	Participation in Job Fairs	The Station participated in the Tennessee Association of Broadcasters virtual job fair. Station personnel made vacancy information available and collected resumes from prospective applicants.	1	Director, Programming and Community
3	9/22/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as virtual guest speaker before a group of public relations interns from the University of Tennessee. She spoke about media management, and internship and job opportunities at the station.	1	Director, Programming and Community
4	9/23/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a class from Roane State Community College. She spoke about building a professional brand and utilizing social media like LinkedIn to network with potential employers. She discussed job opportunities in sales in broadcasting and beyond.	1	Account Executive
5	10/13/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a virtual speaker before a journalism class at the University of Tennessee. He spoke about job opportunities, expectations, and what they need to have by the time they graduate.	1	Anchor/Reporter
6	10/14/2020	Participation in events or programs sponsored by educational institutions	The Station participated in the University of Tennessee College of Communications & Information Virtual Job & Internship Fair. Station personnel was able to virtually meet with students and discuss internship opportunities at the Station, as well as opportunities in the broadcasting industry. Both individual and group meetings were held.	1	Director, Programming and Community

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/15/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a virtual speaker before a journalism class at the University of Tennessee. He spoke about job opportunities, expectations, and what they need to have by the time they graduate.	1	Anchor/Reporter
8	2/3/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a virtual guest speaker before a journalism class at the University of Tennessee. She spoke about career decisions and job opportunities at the station and in the broadcast industry.	1	Director, Programming and Community
9	2/11/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a TeenWork Speaker before a group of Austin-East Magnet High School students. The TeenWork program helps junior year students learn on-the-job skills and prepare for future jobs. She talked about communication and interview skills, as well as job requirements and responsibilities of an anchor/reporter.	1	Anchor/Reporter
10	2/24/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a class from Roane State Community College. She spoke about building a professional brand and utilizing social media like LinkedIn to network with potential employers. She discussed job opportunities in sales in broadcasting and beyond.	1	Account Executive
11	Ongoing Event	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 the NAACP of Oak Ridge and Knoxville Area Urban League, organizations serving the community that include the participation of women and minorities.	1	Business Administrator