

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 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
Account Executive	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Multi Media Journalist	2-4, 7, 13, 15, 17, 19-23, 26-31, 34, 36-38	37
Producer	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Sales Assistant	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Meteorologist	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Technical Media Operator (TMO)	1, 5, 8-9, 11-12, 14, 16, 18, 22, 24, 35-36	11
Account Executive	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Account Executive-KRN 000074	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Broadcast Engineer	1, 5, 8-9, 12, 14, 16, 18, 22, 24-25, 32-33, 35-36	25
Creative Services Director	1, 5, 8-10, 12, 14, 16, 18, 22, 24, 35-36	10
Sports Anchor/Reporter	1, 5, 8-9, 11-12, 14, 16, 18, 22, 24, 35-36	11
News Photographer/Editor	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Graphic Designer	1, 5-6, 8-12, 14, 16, 18, 22, 24, 35-36	10
Technical Media Operator (TMO)	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	22
Graphic Artist	1, 5, 8-9, 11-12, 14, 16, 18, 22, 24, 35-36	11
News Photographer	5, 8-9, 16, 18, 22, 24, 36	16
Operations Technician	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 35-36	36
Assistant News Director	1, 5-6, 8-10, 12, 14, 16, 18, 22, 24, 35-36	22
Digital Producer	1, 5-6, 8-9, 12, 14, 16, 18, 22, 24, 35-36	6
Graphic Artist	1, 5, 8-9, 12, 14, 16, 18, 22, 24, 36	16

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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

<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	Adzuna adzuna.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
2	Alabama Broadcasters Assoc 2180 Parkway Lane Dr Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://al-ba.com Email : lrice@al-ba.com Leslie Rice	N	0
3	Alliance for Women in Media 1250 24th St. NW Ste 300 Washington, District of Columbia 20037 Phone : 202-750-3664 Url : @allwomeninmedia.org Email : info@allwomeninmedia.org Madeline Vied	N	0
4	Belmont University 1900 Belmont Blvd Nashville, Tennessee 37212 Phone : 615-460-6490 Url : http://belmont.edu Email : careerdevelopment@belmont.edu Fax : 1-615-460-5527 Taryn Forrester	N	0
5	Direct Employers careers.directemployers.org Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
6	Employee Referral	N	3

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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

<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>
7	Fisk University 18th Ave N Nashville, Tennessee 37208 Phone : 615-329-8894 Url : http://fisk.edu Email : tbyrdsong@fisk.edu Fax : 1-615-329-7534 Tashaye Byrdsong Woods	N	0
8	Glassdoor glassdoor.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
9	Indeed indeed.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
10	Internal Promotion	N	5
11	Intracompany Transfer	N	4
12	Jobcase jobcase.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
13	Jobs4TN 220 French Landing Nashville, Tennessee 37243 Phone : 855-747-1719 Url : @tn.gov Email : Sharyn.Pelych@tn.gov Sharyn Pelych	N	0
14	Jooble jooble.org Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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

<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>
15	Kentucky Broadcasters Assoc 101 Enterprise Dr Frankfurt, Kentucky 40601 Phone : 888-843-5221 Url : <a href="http://kba.org">http://kba.org</a> Email : <a href="mailto:kba@kba.org">kba@kba.org</a> Patti Pullen	N	0
16	Linkedin <a href="http://linkedin.com">linkedin.com</a> Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	3
17	Lipscomb University One University Park Nashville, Tennessee 37204 Phone : 615-966-1000 Url : <a href="http://lipscombe.edu">http://lipscombe.edu</a> Email : <a href="mailto:jimmy.mccollum@lipscomb.edu">jimmy.mccollum@lipscomb.edu</a> Jimmy McCollum	N	0
18	Monster <a href="http://monster.com">monster.com</a> Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
19	MTSU PO Box 51 Murfreesboro, Tennessee 37132 Phone : 615-898-2862 Url : <a href="http://mtsu.edu">http://mtsu.edu</a> Email : <a href="mailto:career@mtsu.edu">career@mtsu.edu</a> LaEndia Buchanan	N	0
20	NATAS 161 Rains Avenue Nashville, Tennessee 37203 Phone : 615-383-3259 Url : <a href="http://emmynashville.org">http://emmynashville.org</a> Email : <a href="mailto:emmynash@aol.com">emmynash@aol.com</a> Fax : 1-615-259-0040 Geneva Brignolo	N	0

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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

<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>
21	National Hispanic Media Coalition 55 Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="http://nhmc.org">http://nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Brenda Rivas	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	30
23	Nossi College of Art 590 Cheron Rd. Madison, Tennessee 37115 Phone : 615-514-2787 Url : <a href="mailto:@nossi.edu">@nossi.edu</a> Email : <a href="mailto:jobplacement@nossi.edu">jobplacement@nossi.edu</a> Fax : 1-615-514-2788 Dax Gomez	N	0
24	Recruit Net <a href="http://recruitnet.com">recruitnet.com</a> Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
25	Society of Broadcast Engineers <a href="http://sbe.org">sbe.org</a> Nashville, Tennessee Phone : 615-369-7354 Susan Stewart Manual Posting	N	1
26	The Ohio Media School 6703 Madison Rd Cincinnati, Ohio 45227 Phone : 614-655-5250 Url : <a href="http://beonair.com">beonair.com</a> Email : <a href="mailto:amoore@beonair.com">amoore@beonair.com</a> Alvis Moore	N	0

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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

<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>
27	TN Association of Broadcasters 2 International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://tabtn.org">http://tabtn.org</a> Email : <a href="mailto:tabtn@bellsouth.net">tabtn@bellsouth.net</a> Fax : 1-615-365-1842 Brenda Heidt	N	0
28	TN Dept of Labor & Workforce Development 220 French Landing Nashville, Tennessee 37243 Phone : 615-253-6674 Url : <a href="http://@tn.gov">@tn.gov</a> Email : <a href="mailto:Melinda.kelsey@tn.gov">Melinda.kelsey@tn.gov</a> Melinda Kelsey	N	0
29	TN Dept of Veterans Services 312 Rosa L. Parks Ave. Nashville, Tennessee 37243 Phone : 615-741-2931 Url : <a href="http://@tn.gov">@tn.gov</a> Email : <a href="mailto:yvette.martinez@tn.gov">yvette.martinez@tn.gov</a> Yvette Martinez	N	0
30	TN State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7526 Url : <a href="http://tnstate.edu">http://tnstate.edu</a> Email : <a href="mailto:jcoleman@tnstate.edu">jcoleman@tnstate.edu</a> Fax : 1-615-963-7534 Jamaal Coleman	N	0
31	Trevecca University 333 Murfreesbor Rd Nashville, Tennessee 37210 Phone : 615-248-1200 Url : <a href="http://trevecca.edu">http://trevecca.edu</a> Email : <a href="mailto:saconley@trevecca.edu">saconley@trevecca.edu</a> Seth Conley	N	0
32	TV Jobs <a href="http://tvjobs.net">tvjobs.net</a> Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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

<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>
33	TV Technology Career Center jobs.tvtechnology.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
34	Vanderbilt University 310 25th Avenue S Ste 220 Nashville, Tennessee 37240 Phone : 615-343-6869 Url : http://vanderbilt.edu Email : tiffany.franklin@vanderbilt.edu Fax : 1-615-343-4448 Tiffany Franklin	N	0
35	VHM Network LLC vhmnetwork.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
36	WKRN.com 441 Murfreesboro Pike Nashville, Tennessee 37210 Phone : 615-369-7354 Url : @wkrn.com Susan Stewart Manual Posting	N	3
37	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	1
38	YWCA 1608 Woodmont Blvd Nashville, Tennessee 37215 Phone : 615-253-8920 ext 113 Url : http://ywcانashville.com Email : niki.giammarco@ywcانashville.com Fax : 1-615-532-2763 Niki Giammarco	N	0

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

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

<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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>50</b>



**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**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	4/3/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Women in Broadcasting event hosted by Middle Tennessee State University. During that participation, she spoke about career decisions, challenges, job qualifications and employment opportunities at the Station. Attendees were encouraged to apply for internships and/or station employment.	1	General Manager
2	7/10/2018	Participation in events sponsored by community groups	The Station hosted a tour for MP&F Services interns, which include individuals learning about public relations, community and broadcasting/media.	2	General Manager News Director
3	10/24/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the Middle Tennessee State University Job Fair. Station personnel were able to meet with students and discuss internships and vacancies at the Station and in the broadcasting industry.	2	Intern Coordinator General Manager
4	3/24/2019	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted the following interns:  Four interns from Middle Tennessee State University during the summer semester, two during the fall semester, and two during the spring semester.  One intern from Lipscomb University during the spring semester.  Two interns from Austin Peay State University during the summer semester.  One intern from the University of Oklahoma during the summer semester.  One intern from Lyndon State University during the summer semester.  One intern from the University of Tennessee during the summer semester.</p>	5	Sports Director Chief Meteorologist Chief Engineer Executive Producer

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2018 - March 31, 2019**

**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>
5	3/24/2019	Participation in events or programs sponsored by educational institutions	<p>The Station has an established job shadow program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>During this reporting period, the Station sponsored ten (10) students from Austin Peay State University, Grace Christian Academy, Brentwood High School, TN Promise, Christ Presbyterian Academy, Friendship Christian School, Middle Tennessee State University, Mississippi State University, Briarwood Academy, and Western Kentucky University through the job shadow program:</p>	9	Chief Meteorologist Director of Creative Services Anchor Anchor
6	3/25/2019	Participation in events or programs sponsored by educational institutions	The Station, in collaboration with the McGavock High School's CMT Media Academy/PENCIL Program, has an established mentor/job shadow program, which includes discussion sessions about entering into and working in the broadcast industry, allows students to participate in Station tours and job shadows.	19	Producer News Director Anchor General Manager