

WATE-TV

EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

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 Content Producer	1, 3-5, 7, 11-21	15
Account Executive	1, 3-5, 7, 11-12, 14, 16-21	19
Weekend Morning News Anchor/MMJ	1, 3-5, 7-8, 10-14, 16-21	10
Project Planner & Strategist	1, 3-5, 7, 11-14, 16-21	19
Digital Content Producer	1, 3-5, 7, 10-14, 16-21	10
Weekend Morning News Anchor/MMJ	1-5, 7-8, 11-14, 16-21	2
Chief Photographer - News	1, 3-5, 7, 9, 11-14, 16-21	9
Account Executive	1, 3-5, 7, 11-14, 16-21	19
Video Editor/Photographer	1, 3-5, 7, 11-14, 16-21	19
Producer/MMJ	1-5, 7, 11-14, 16-21	2
News Producer	1-5, 7-8, 11-14, 16-21	8
Technical Media Operator	1, 3-5, 7-8, 11-14, 16-20	19
Broadcast Engineer/IT Specialist	1, 3-5, 7-8, 12-14, 16-20	8
Sports Reporter/MMJ	1-5, 7, 12-13, 16-20	13
Lifestyle Multimedia Storyteller	1, 3-5, 7-8, 12-13, 16-20	19
Coordinator I, Traffic	1, 3-5, 7-8, 12-13, 16-20	8
Reporter I, MMJ	1, 3-5, 7-8, 12-13, 16-20	13
News Producer	1, 3-5, 7-8, 12-13, 16-20	8
Weekend AM Meteorologist	1, 3-5, 7, 12-13, 16-20	13
Creative Services Producer	1, 3-5, 7, 9, 12-13, 16-20	9
Lifestyle Host	1-5, 7-8, 12-13, 16-20	2
Weekend Meteorologist	1, 3-8, 12, 16-20	6
Executive Producer	1, 3-5, 7-8, 12-13, 16-20	19
Local Sales Assistant	1, 3-5, 7-8, 12-13, 16-20	13

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS #14/NAACP of Oak Ridge was deleted on January 5, 2023

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	1, 3-5, 7-8, 12-13, 16-20	8
Lifestyle Host	1-5, 7-8, 12-13, 16-20	13

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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	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Email : etucker@alasu.edu Ella Tucker	N	0
2	CareerBuilder.com	N	6
3	Carson Newman College 2130 Branner Avenue Jefferson City, Tennessee 37760 Phone : 865-471-2000 Email : dnewman@cn.edu Donnie Newman	Y	0
4	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
5	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
6	Employee Referral	N	3
7	Employer Support of the Guard and Reserve 3041 Sidco Drive Nashville, Tennessee 37204 Email : douglas.b.gilbert4.ctr@mail.mil Doug Gilbert	Y	0
8	Indeed.com	N	25
9	Internal Promotion	N	2
10	Intracompany Transfer	N	2
11	Knoxville Area Employment Consortium 241 E Woodland Ave Knoxville, Tennessee 37917 Email : kaectn@gmail.com Lauren Witzler	N	0

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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
12	Knoxville Area Urban League 1514 East Fifth Avenue Knoxville, Tennessee 37917 Phone : 865-524-5511 Email : dcarr@thekaul.org Denise Carr	N	0
13	Linked In	N	37
14	NAACP of Oak Ridge P.O. Box 6165 Oak Ridge, Tennessee 37831 Phone : online Email : waltergho@aol.com Walter Ghosten Prong 2 Ended Date: 1/5/2023	N	0
15	National Association of Black Journalists 8800 Lakewood Dr #117 Windor, California 95492 Phone : 626-792-3846 NABJ Careers Manual Posting	N	1
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
17	South College 3904 Lonas Drive Knoxville, Tennessee 37909 Phone : 865-524-3043 Email : jlimbaugh@south.edu Jamie Limbaugh	N	0
18	University of TN Dept. of Journalism and Electronic Media 1345 Circle Park Drive 333 Communications Building Knoxville, Tennessee 37996 Phone : 865-974-5155 Email : ytruman@utk.edu Fax : 1-865-974-5056 Yana Truman	Y	0

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19	WATE-TV 1306 N Broadway St Knoxville, Tennessee 37917 Phone : 865-633-6909 Url : http://wate.com/ Tim Cooley Manual Posting	N	26
20	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
21	YWCA of Knoxville 420 West Clinch Ave. Knoxville, Tennessee 37902 Phone : 865-523-6126 Email : agoodwin@ywcaknox.com A Goodwin	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			106

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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	5/10/2022	Participation in Job Fairs	The Station participated at Austin East High School's Electronic Media class. Station personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	1	Operations Manager
2	10/18/2022	Participation in Job Fairs	The Station participated at the University of Tennessee, College of Communication. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Creative Services Director News Director
3	10/26/2022	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 operation, including news, production, sports and weather. The Station hosted six (6) interns, from the University of Tennessee during the 2022/2023 Fall/Spring Semester.	2	Asst. News Director Operations Manager
4	11/19/2022	Hosting of Job Fair	The Station hosted a job fair as part of our Women's Expo event. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the Broadcasting industry.	3	General Manager General Sales Manager Creative Services Director
5	3/4/2023	Hosting of Job Fair	The Station hosted a job fair at our annual Man Show. Hiring Managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	4	General Manager General Sales Manager News Director Operations Manager
6	3/13/2023	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	10	General Manager News Director Community Services Director Operations Manager