

WJTV-TV
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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 Reporter	1-2, 4-24, 26-30	6
Creative Services Producer	1-2, 4-5, 7-15, 17-24, 26-30	15
Multi Media Journalist	1-2, 4-5, 7-11, 13-15, 17-24, 26-30	22
Director	1-2, 4-15, 17-24, 26-30	8
Account Executive	1-11, 13-15, 17-24, 26-30	6
Account Executive	1-11, 13-15, 17-24, 26-30	15
Producer	2, 5-11, 14, 17-30	6
Multi Media Journalist	2, 5-11, 14, 17-30	6
Assistant News Director	2, 5, 7-11, 14, 17-30	28
Multi Media Journalist	2, 5-11, 14, 17-30	7
Producer	2, 5, 7-11, 14, 17-30	7
Digital Site Producer	2, 5, 7-12, 14, 17-30	22
Reporter/Meteorologist	2, 5-11, 14-15, 17-30	15
Meteorologist	2, 5, 7-11, 14-15, 17-30	15
Graphic Artist	2, 5-11, 14, 17-30	6
Multi Media Journalist	2, 5, 7-11, 14-15, 17-30	8
Producer	2, 5, 7-11, 14, 17-30	8

Nexstar did not actively distribute job vacancy notices to CareerBuilder, Indeed or LinkedIn. However said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

DELETED SOURCES: RS #1/American Advertising Federation deleted on February 10, 2023, RS #4/Collective Talent deleted on February 10, 2023, and RS #13/Jackson Advocate deleted on February 10, 2023.

ADDED SOURCE: RS: #25/University of Kansas added on February 10, 2023.

The Digital Producer position was originally posted during the prior 2022 term but was not filled until the current 2023 term. MS College, RS #16, was transitioned into RS #7 at the onset of the current 2023 term.

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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	American Advertising Federation 1101 Vermont Avenue NW 5th Floor Washington, District of Columbia 20005 Phone : 6013838592 Email : aafjackson@gmail.com Rachel Ryan	N	0
2	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 2026020584 Email : heather@beaweb.org Heather Birks	N	0
3	CareerBuilder.com	N	1
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
5	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	0
6	Employee Referral	N	14
7	Handshake 1820 TV Road Jackson, Mississippi 39204 Phone : 6019694567 Jamie Pittman Manual Posting	N	12
8	Hinds Community College PO Box 1100 Raymond, Mississippi Phone : 601-857-3499 Url : http://hindsc.edu Iyanna Colly Manual Posting	N	4

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9	Hire Mizzou Tigers 215 University Hall Columbia, Missouri 65211 Phone : 573-882-0699 Email : johnstonj@missouri.edu Joe Johnston	N	0
10	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
11	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
12	Indeed.com	N	10
13	Jackson Advocate 100 W. Hamilton Street Jackson, Mississippi 39202 Phone : 601-948-4122 Url : http://jacksonadvocate.com Email : janews@thejacksonadvocate.com Alice Tisdale	N	0
14	Jackson State University PO Box 17280 Jackson, Mississippi 39217 Phone : 6019791658 Email : tigers2work@jsums.edu Lashanda Jordan	N	0
15	Linked In	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Mississippi College Career Services PO Box 4010 Clinton, Mississippi 39058 Phone : 601-925-3901 Url : http://mc.edu Jim Miller Manual Posting	N	0
17	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
18	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
19	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	2
20	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 Teresa Thompson	N	0

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21	NAACP 1072 John R. Lynch Street #10 Jackson, Mississippi 39203 Phone : 601-353-6906 Url : http://naacp.org Janette Self Manual Posting	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	16
23	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
24	Tougaloo College 500 W. County Line Road Tougaloo, Mississippi 39174 Phone : 601-977-7815 Url : http://tougaloo.edu Email : wmcdowell@tougaloo.edu Whitney McDowell	N	0
25	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-418-0032 Email : steve_rottinghaus@ku.edu Steve Rottinghaus	N	0
26	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

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27	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
28	WJTV Internal Posting 1820 TV Road Jackson, Mississippi 39204 Phone : 601-969-4567 Url : http://wjtv.com Email : jpittman@wjtv.com Jamie Pittman	N	1
29	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
30	Ziprecruiter 604 Arizona Ave Santa Monica, California 90401 Url : www.ziprecruiter.com Career Website Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			74

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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	2/1/2023	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 one (1) intern from Hinds Community College during the 2023 Spring Semester.</p> <p>The Station hosted two (2) interns from the University of Southern Mississippi and University of Mississippi during the 2023 Summer Semester.</p> <p>The Station hosted one (1) intern from Jackson State University during the 2023 Fall Semester.</p>	2	News Director Assignment Manager
2	2/8/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Jackson State University School of Journalism. He spoke about career decisions and job requirements.	1	News Director
3	3/9/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Mississippi State University School of Journalism. He spoke about career decisions and job requirements.	1	News Director
4	3/22/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Mississippi School of Journalism. He spoke about career decisions and job requirements.	1	News Director
5	3/28/2023	Participation in Job Fairs	The Station participated at the Hinds Community College Spring 2023 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 Digital Sales Manager
6	3/28/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Alcorn University School of Journalism. He spoke about career decisions and job requirements.	1	News Director
7	4/5/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Southern Mississippi School of Journalism. He spoke about career decisions and job requirements.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	4/12/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Belhaven University School of Journalism. He spoke about career decisions and job requirements.	1	News Director
9	4/14/2023	Participation in Job Fairs	The Station participated at the NABJ job fair. Station personnel were able to meet with individuals and discuss vacancies at the station and in the broadcasting industry.	1	Assistant News Director
10	11/14/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Jackson State University School of Journalism. He spoke about career decisions and job requirements.	1	News Director