

WJBF-TV
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
Producer, News Req-2977	2-4, 6-7, 10-11, 13-15	7
Producer I, News Req-3211	1-6, 10-11, 13-15	6
Meteorologist III, Chief Req-3350	2-4, 6, 9-11, 13-15	9
Administrative I, Sales-AE Trainee REQ-4289	2-3, 6, 10-11, 13-15	6
Wknd Meteorologist Req 4534	2-3, 5-6, 9-11, 13-15	6
Digital MMJ/Producer Req-4867	7, 11	7
Administrative I, Sales-AE Trainee REQ-5280	1-4, 8, 10-11, 13-15	8
Director I, Production - Req 5353	2-4, 6-7, 10-11, 13-15	7
Reporter I, Multi-Media Journalist Req-5517	2-4, 7, 10-15	12
Digital Multi-Media Journalist Req-6303	2-4, 7, 9-11, 13-15	11

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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	Employee Referral	N	3
2	GA Dept of Labor 601 Greene St Augusta, Georgia 30903 Phone : 706-721-3131 Email : augusta_cc@gdol.ga.gov Renee Januszki	N	0
3	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
4	Georgia Southern University Landrum PO Box 8104 Statesboro, Georgia 30460 Phone : 912-478-5468 Fax : 1-912-478-0325 Rosenwald Building	N	0
5	GlassDoor	N	2
6	Indeed.com	N	11
7	Internal Promotion	N	8
8	Job/Bulletin Board	N	1
9	Linked In	N	5
10	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
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
12	Professional/Industry Trade Organization	N	1

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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
13	Veterans Empowerment Organization of Georgia 1599 Memorial Drive SE Suite E-7 Atlanta, Georgia 30317 Phone : 404-451-5117 Url : http://www.veteranempowerment.org/ Email : joann@veteranempowerment.org Wayne Lewis	N	0
14	Vietnam Veterans of America 1760 Rogers Ave SW Atlanta, Georgia 30310 Phone : 770-896-9586 Email : vvachapter883@yahoo.com Edison McGhee	N	0
15	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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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	1/8/2020	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 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.</p>	2	News Operations Manager Production Supervisor
2	1/9/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at Columbia County Chamber Youth Leadership Media and Marketing Day. He/she spoke about career decisions and job requirements.	3	News Operations Manager Local Sales Manager Digital Sales Marketing & Operations
3	2/12/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Burke County Middle School Career Fair. She spoke about career decisions and job requirements.	1	News Reporter
4	2/13/2020	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.	3	Dir. of Digital Journalism & Content Local Sales Manager HR Business Coordinator
5	3/9/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the James M. Hull College of Business. She spoke about career decisions and job requirements	3	Digital Sales Manager Integrated Digital Sales Digital Sales Coordinator
6	10/7/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker in a virtual webinar with the Augusta University TV Production class. He spoke about career decisions and job requirements.	2	Director of Digital Journalism & Content Photojournalist