

WJBF-TV
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive III, Sales Req-6446	2-3, 7, 9-11, 13-15	7
Photographer I, News-Req 7579	2-4, 6-7, 10-11, 14-15	7
Digital Multi-Media Journalist Req 7719	2-7, 9-11, 14-15	7
Wknd Meteorologist Req-7714	2-6, 9-11, 14-15	9
Engineer, Assistant Chief I Req 8298	2-4, 6, 9-11, 15	11
Commercial Writer/Producer REQ-8501	1-4, 6, 9-11, 15	11
Administrative I, Sales-AE Trainee REQ-9051	1-3, 6-7, 9-11, 13, 15	7
Production Director/Editor Req-9053	2-3, 6, 9-11, 13, 15	9
Account Executive III, Sales-Req 9469	2-4, 6, 9-11, 13, 15	6
General Sales Manager III-10143	2-4, 6-7, 9-11, 14-15	7
Local Sales Manager III-Req 10148	2-4, 6-7, 9-11, 14-15	6
Chief Engineering Manager III-10144	2-4, 7-11, 14-15	7
Producer, News Req 10328	2-4, 6, 9-11, 14-15	6
Engineer I, Broadcast Req-10842	2-3, 6, 9-11, 14-15	11
Sales, Acct Exec Digital - Req 10958	2-3, 7, 10-12, 14-15	7
Producer I, News Req-11117	2-4, 6-7, 9-11, 14-15	9
Creative Services Writer/Producer-Req 11187	2-4, 6-7, 9-11, 14-15	6
Digital Sales Coordinator-Req 11302	2-4, 6, 9-11, 14-15	9

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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	CareerBuilder.com	N	2
2	GA Dept of Labor 601 Greene St Augusta, Georgia 30903 Phone : 706-721-3131 Email : lane.lanford@gdol.ga.gov Lane Lanford	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 Email : ocpd@georgiasouthern.edu Fax : 1-912-478-5197 Rosenwald Building	N	0
5	GlassDoor	N	2
6	Indeed.com	N	23
7	Internal Promotion	N	16
8	Job/Bulletin Board	N	1
9	Linked In	N	24
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	8
12	Re-hire	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:			77

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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	2/15/2021	Co Sponsoring Job Fair	The Station participated at the Georgia Association of Broadcast and University of Georgia Virtual Job Fair. Station served as prime sponsor and provided financial contribution as well as advertising efforts. Station personnel were able to meet virtually with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Director of Digital Journalism & Content Local Sales Manager Digital Sales Manager
2	3/4/2021	Participation in Job Fairs	The Station participated at the USCA Career Fair at University of SC-Aiken Job Fair. Station personnel were able to meet virtually with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Local Sales Manager Digital Sales Manager
3	4/29/2021	Participation in events sponsored by organizations representing the community	Station personnel participated as a speaker with the Augusta University TV Production class. She spoke about career decisions and job requirements.	1	News Reporter
4	5/12/2021	Establishment of an intern program designed to assist members of the community	The Station has established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports, weather and digital sales. The Station hosted one (1) intern from Emanuel College and one (1) intern from Augusta Technical College during the 2021 Summer Semester; two (2) interns from Augusta University during 2021 Summer and Fall Semester.	4	Production Manager News Operations Manager Digital Sales Manager
5	11/10/2021	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.	11	Director of Digital Journalism & Content General Sales Manager Digital Sales Manager General Manager