

**WJBF-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

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
Producer I, News Req 13952	3-7, 10-13, 17-18	7
Manager III, Local Sales-Req 15320	3-5, 8, 10, 12-13, 15-18	8
Multi-Media Journalist I, Reporter-Req 15558	1, 3-5, 7, 11-13, 16-18	13
Community Strategy Manager III-Req 15684	3-5, 7, 12-13, 16-18	7
Photographer I, News Req 15786	3-5, 11-14, 16-18	14
Account Executive III, Sales Req-16228	3-5, 11-13, 16-18	11
Morning Producer I, News Req-18680	2-5, 7, 11-13, 16-18	11
Director of Digital Journalism & Content-REQ 18725	3-5, 7-8, 10, 12-13, 15-18	8
Sales Assistant Trainee I-REQ 19050	3-5, 7-8, 12-13, 15-16, 18	8
Producer I, Digital-Req 19204	3-5, 7, 9, 12-13, 15-16, 18	9
Digital AE, Sales-Req 19325	1, 3-7, 11-13, 16, 18	11
Multi-Media Digital Journalist I,-Req 19485	3-5, 7, 11-13, 15-16, 18	11
Multi-Media Journalist Reporter I-Req 19488	3-5, 11-13, 16, 18	11
Producer I, News Req-20245	3-5, 11-13, 16, 18	11
Account Executive III, Sales Req-20935	3-7, 13, 15-16, 18	6

Nexstar did not actively distribute job vacancy notices to Career Builder.com, Indeed.com and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS#15/US Dept of Veterans-Career Center no longer accepts job postings and was deleted on August 18, 2022.

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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	Employee Referral	N	1
3	GA Dept of Labor 601 Greene St Augusta, Georgia 30903 Phone : 706-721-3131 Email : Augusta_CC@gdol.ga.gov Career Jobs	N	0
4	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
5	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	1
6	GlassDoor	N	3
7	Indeed.com	N	12
8	Internal Promotion	N	3
9	Intracompany Transfer	N	1
10	Job/Bulletin Board	N	5
11	Linked In	N	20
12	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : <a href="http://broadcastcareerlink.nabef.org/employers">http://broadcastcareerlink.nabef.org/employers</a> Email : nmann@nab.org Nate Mann	N	0

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**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>
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
14	Re-hire	N	1
15	Station's Facebook Page	N	6
16	US Dept of Veterans-Career Center 2601 Cross Country Dr Cond# B-2 Suite 900 Columbus, Georgia 31906 Phone : 877-927-8387 Url : <a href="http://www.vets.gov/employment">http://www.vets.gov/employment</a> Fax : 1-706-568-7630 Wayne Lewis	N	0
17	Vietnam Veterans of America #443 8719 Colesville Rd Ste 100 Silver Springs, Maryland 20910 Phone : 800-882-1316 Fax : 1-301-585-0519 Job Postings	N	0
18	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>59</b>

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**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	2/8/2022	Co Sponsoring Job Fair	The Station co-sponsored job fair with the Georgia Association of Broadcast and University of Georgia. The Station provided financial, administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	2	Director of Digital Journalism & Content Digital Sales Manager
2	2/10/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at Columbia County Columbia County Chamber Youth Leadership Media and Marketing Day. They spoke about career decisions and job requirements.	2	General Sales Manager Sales Account Executive
3	4/13/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as speaker at Youth Leadership Augusta Community Leadership Day. News Anchor III spoke about career decisions and job requirements.	1	News Anchor III
4	6/1/2022	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 Savannah State University and one (1) intern from Georgia Southern University and one (1) intern from Southeastern University and one (1) intern from Anderson University during the 2022 Summer Semester.	4	Director of Digital Journalism & Content News Operations Manager Digital Sales Manager Production Manager
5	9/15/2022	Co Sponsoring Job Fair	The Station co-sponsored a job fair with SRS-CSRA College Night. The Station provided financial, administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	1	Assist News Director

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6	11/3/2022	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	General Manager, VP General Sales Manager Digital Sales Manager Chief Engineer