

WJBF-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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
Graphic Artist JBF-000451	1-5, 7-9, 11-18, 22-25, 28-30, 32, 34-45	18
Wknd Meteorologist/Weather Anchor-JBF-000445	1-5, 7-9, 11-17, 20, 23-26, 28-45	20
Photojournalist-JBF 4279	1-19, 23-25, 27-32, 34-45	27
Producer, News JBF-4494	1-12, 14-17, 20, 23-26, 28-32, 34-45	20
Anchor, WKDY, AM &/Or Noon JBF-Req 5231	1-9, 11-17, 21, 23-36, 38-43, 45	27
Account Executive JBF-Deltek Req 05360	1-9, 11-18, 22-26, 28-32, 34-43, 45	22
Photojournalist-JBF Deltek Req 6295	1-9, 11-18, 24-32, 34-43, 45	27
Engineer, IT Network WJBF Job Req 6338	1-9, 11-17, 19, 24-26, 28-32, 34-43, 45	19
Account Executive-WJBF Req 6366	1-9, 11-18, 24-26, 28-32, 34-43, 45	26

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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	Albany State College 504 College Dr Albany, Georgia 31710 Phone : 229-430-4920 Email : correcia.edmondson@asurams.edu Fax : 1-229-430-2867 Jobs Listings	N	0
2	Albany State University 504 College Drive Albany, Georgia 31701 Phone : 229-430-4646 Url : http://www.asurams.edu Email : careers@asurams.edu Virginia Stewart	N	0
3	Allen University 1530 Harden St Columbia, South Carolina 29204 Phone : 803-376-5758 Email : humanresources@allenuniversity.edu Arnett Hall	N	0
4	Annenberg School for Communications 3502 Watt Way Ste 140 Los Angeles, California Phone : 213-740-5297 Url : http://www.annenberg.usc.edu Email : suzannea@usc.edu Jobs Listings	N	0
5	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4000 Email : dwendt@augustatech.edu Donna Wendt	N	0
6	BEA Website 1711 N Street, NW Washington, District of Columbia 20036 Phone : 202-602-0587 Url : http://www.beaweb.org/wp/ Fax : 1-202-609-9940 Traci Bailey	N	0

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7	Chinese Consolidated Assoc 548 Walker St Augusta, Georgia 30901 Phone : 706-250-0683 Email : ccbaaugusta@gmail.com Jobs Listings	N	0
8	Clemson University Box 344007 Clemson, South Carolina Phone : 864-656-2000 Url : http://www.clemson.edu Email : jpatte4@clemson.edu Jobs Listings	N	0
9	Devry University 250 North Arcadia Avenue Decatur, Georgia 30030 Phone : 404-292-7900 Url : http://www.myinterfase.com/hiredevry Email : kdenenberg@devry.edu Andrew Jeon	N	0
10	Employee Referral	N	2
11	Entertainment Employment Journ PO Box 60163 Corpus Christi, Texas 78472 Phone : 316-986-0118 Url : http://www.eej.com Jobs Listings Manual Posting	N	0
12	GA Assoc of Broadcasters 8046 Roswell Road Ste 100A Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Jobs Listings Manual Posting	N	0
13	GA Dept of Labor 601 Greene St Augusta, Georgia 30903 Phone : 706-721-3131 Email : augusta_cc@gdol.ga.gov Michael Armstrong	N	0

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14	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
15	Georgia Southern University Landrum PO Box 8104 Statesboro, Georgia 30460 Phone : 912-478-5468 Fax : 1-912-478-0325 Rosenwald Building	N	0
16	Georgia State University 33 Gilmer St SE Atlanta, Georgia 30303 Phone : 404-413-2000 Belinda Lindsey Manual Posting	N	0
17	Goodwill Career Center 3120 Peach Orchard Rd Augusta, Georgia 30906 Phone : 706-790-8500 Fax : 1-706-772-9045 Marcell Margaret	N	0
18	Indeed.com	N	12
19	Internal Promotion	N	3
20	Intracompany Transfer	N	2
21	Job/Bulletin Board	N	2
22	Linked In	N	3
23	Media General Website 333 E Franklin St Richmond, Virginia 23219 Phone : 804-887-5000 Url : http://www.mediageneral.com Jobs Listings Manual Posting	N	0

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24	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
25	National Council of LaRaza 1126 16th St NW Washington, District of Columbia 20036 Phone : 202-785-5993 Url : http://www.nclr.org Email : hmail@nclr.org Fax : 1-202-776-1792 Janet Murquia	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
27	Re-hire	N	3
28	Savannah Technical College 5717 White Bluff Road Savannah, Georgia 31405 Phone : 912-443-5880 Url : http://www.savannahtech.edu/ Connie Ellis Manual Posting	N	0
29	SC Employment Security Comm 1571 Richland Ave E Aiken, South Carolina 29801 Phone : 803-6411065 Url : http://www.scworks.org Email : sheadrick@dew.sc.gov Fax : 1-803-641-7241 Jobs Listings	N	0

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30	SC State Conference-NAACP PO Box 1148 Columbia, South Carolina 29202 Phone : 803-754-4584 Email : info@scnaacp.org Dwight Jones	N	0
31	SC State University PO Box 7068 Orangeburg, South Carolina 29117 Phone : 803-533-3995 Email : jobs@scsu.edu Joseph Thomas	N	0
32	Southern Univ & A&M College PO Box 9820 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Email : careerservices@subr.edu Tamara Montgomery	N	0
33	TVJobs.com	N	2
34	UGA Career Center 825 Lumpkin St Athens, Georgia 30602 Phone : 706-542-8429 Url : http://career.uga.edu/hireuga/contact Email : career@uga.edu Fax : 1-706-542-8431 Leann Colob	N	0
35	University of Florida PO Box 118505 Gainesville, Florida 32611 Phone : 352-392-1601 Url : http://www.crc.usf.edu Email : hrscommunications@ufl.edu Phyllis Pema	N	0
36	University Of Missouri Columbia MO, Missouri 65211 Phone : 573-882-7701 Url : https://app.joinhandshake.com Diane Felton Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	University of NC Campus Box 5140 Haynes Hall Chapel Hill, North Carolina 27599 Phone : 919-843-9886 Fax : 1-919-962-2658 Kelly Kosuda	N	0
38	University of SC 6th Fl-H William Close Bldg Columbia, South Carolina 29208 Phone : 803-777-7280 Url : http://www.sccp.sc.edu Email : uscjobs@sc.edu Michael Cantelmi	N	0
39	University of SC-Aiken 171 University Pkwy Aiken, South Carolina 29803 Phone : 803-641-3280 Url : https://app.joinhandshake.com Corey Feraldi Manual Posting	N	0
40	Valdosta State College 1500 N Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5709 Url : http://www.valdosta.edu Fax : 1-229-259-5030 Jobs Listings	N	0
41	Veterans Employment and Training 61 Forsyth St SW Suite 6T85 Atlanta, Georgia 30303 Phone : 404-562-2313 Url : http://www.dol.gov/vets/ Email : augustacc@dol.state.ga.us Fax : 1-706-721-5038 William Bolls	N	0
42	Veterans Empowerment Organization of Georgia 1599 Memorial Drive SE Suite E-7 Atlanta, Georgia 30317 Phone : 404-451-5117 Url : http://www.veteransempowerment.org/ Email : joann@veteransempowerment.org Wayne Lewis	N	0

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43	Vietnam Veterans of America 1760 Rogers Ave SW Atlanta, Georgia 30310 Phone : 770-896-9586 Email : vvachapter883@yahoo.com Edison McGhee	N	0
44	Vorhees College PO Box 678 Denmark, South Carolina 29042 Phone : 803-780-1234 Email : humanresources@voorhees.edu Jobs Listings	N	0
45	West Georgia College 355 Parker Hall Carrollton, Georgia 30118 Phone : 678-839-6431 Email : vhardin@westga.edu Fax : 1-678-839-6432 Vicki Hardin	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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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	1/12/2017	Participation in events or programs sponsored by educational institutions	Station gave two presentations to YLCC on topics of Careers in Media Advertising and Social Media. An average of 100 students attended. The presentations were to enlighten developing leaders about the world of media, marketing and cyber and demonstrated how to attract listeners and viewers using creativity, programming and how to generate revenue.	6	Account Executive Director of Revenue Sales Digital Sales Manager News Operations Manager
2	2/8/2017	Participation in events or programs sponsored by educational institutions	Station assisted in the planning of the career fair with 500 GAB/UGA students. Staff participated as a speaker representing groups in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities for public and community awareness. Staff met directly with an estimate of 100 students.	2	Dir of Digital Journalism & Content Local Sales Manager
3	3/3/2017	Participation in events or programs sponsored by educational institutions	Station personnel conducted a two-day workshop for Multimedia Journalism students at Georgia Southern University concerning careers in the broadcast industry.	3	MMJ, Reporter Anchor, News Wkday News Operations Manager
4	4/27/2017	Establishment of an intern program designed to assist members of the community	Station hosted 7 interns during summer semester 2017 from the following institutions: University of Georgia; Albany State University; Georgia Southern University; Kennesaw University and Savannah State University. Station also hosted 3 interns during fall semester 2017 from the following institutions: University of SC-A and Augusta University.	4	Dir of Digital Journalism & Content News Operations Manager Director of Revenue, Sales News Executive Producer