

WATE-TV
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 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
Multimedia Journalist	1, 3-8, 12-13, 15-18, 20-23	12
News Producer	1, 3-8, 13, 15-17, 20-23	16
Account Executive	1, 3, 5-8, 10, 13-17, 20-23	14
Account Executive	1, 3, 5-6, 8, 10, 13, 15-17, 20-23	10
Account Executive	1, 3, 5-8, 10, 13, 15-17, 20-23	7
Broadcast Engineer	1, 3, 5-8, 11, 13, 15-17, 20-23	11
Digital Producer	1, 3, 5-8, 13, 15-17, 20-23	16
Traffic Coordinator	1, 3, 5-8, 10, 13, 15-17, 20-23	10
Sports Anchor/Reporter	1-3, 5-8, 10, 13-17, 20-23	7
News Producer	1, 3, 5-6, 8, 10, 13-17, 20-23	14
Graphic Designer I	1, 3-10, 13, 15-17, 19-23	7

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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	Alabama State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Email : etucker@alasu.edu Ella Tucker	N	0
2	CareerBuilder.com	N	1
3	Carson Newman College 2130 Branner Avenue Jefferson City, Tennessee 37760 Phone : 865-471-2000 Email : dnewman@cn.edu Donnie Newman	Y	0
4	Corporate Connections 600 Henley Street Suite 312 Knoxville, Tennessee 37996 Phone : 865-594-6720 Email : jonest@utk.edu Tina Jones Prong 2 Ended Date: 4/10/2019	N	0
5	East Tennessee State University Dept. of Communication P.O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-1000 Email : langes@etsu.edu Shara Lange	N	0
6	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
7	Employee Referral	N	12
8	Employer Support of the Guard and Reserve 3041 Sidco Drive Nashville, Tennessee 37204 Email : douglas.b.gilbert4.ctr@mail.mil Doug Gilbert	Y	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
9	Green Hills Learning Center 1928 Natchez Ave #1800 Knoxville, Tennessee 37915 Phone : 865-523-1688 Email : kfowler@aamci.com Kimberly Fowler	N	0
10	Indeed.com	N	11
11	Internal Promotion	N	1
12	Intracompany Transfer	N	1
13	Knoxville Area Urban League 1514 East Fifth Avenue Knoxville, Tennessee 37917 Phone : 865-524-5511 Email : info@thekaul.org Bill Myers	N	0
14	Linked In	N	5
15	NAACP of Oak Ridge P.O. Box 6165 Oak Ridge, Tennessee 37831 Phone : online Email : waltergho@aol.com Walter Ghosten	Y	0
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
17	South College 3904 Lonas Drive Knoxville, Tennessee 37909 Phone : 865-524-3043 Email : gtaylor@southcollegetn.edu Gary Taylor	N	0
18	Tennessee Career Center Knoxville 2700 Middlebrook Pike Knoxville, Tennessee 37921 Phone : 865-594-5500 Email : peter.lemiszki@state.tn.us Peter Lemiszki	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
19	Tennessee Career Center Maryville 366 Glascock Street Suite 100 Alcoa, Tennessee 37701 Phone : 865-379-5525 Email : cflowers@ethra.org Cheryl Flowers	N	0
20	University of TN Dept. of Journalism and Electronic Media 333 Communications Building Knoxville, Tennessee 37996 Phone : 865-974-5155 Email : dnd330@utk.edu Deborah Douglas	Y	1
21	WATE-TV 1306 N Broadway St Knoxville, Tennessee 37917 Phone : 865-633-6909 Url : http://wate.com/ Tim Cooley Manual Posting	N	1
22	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
23	YWCA of Knoxville 420 West Clinch Ave. Knoxville, Tennessee 37902 Phone : 865-523-6126 Email : jrothery@ywcaknox.com JoAnn Rothery	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			42

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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	4/16/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a class from the University of Tennessee College of Communications. He spoke about career decisions, job requirements, and opportunities at the station and in the broadcast industry.	1	Anchor/Reporter
2	6/3/2019	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, weather, creative services, and community relations.</p> <p>The Station hosted seven (7) interns from the University of Tennessee, Middle Tennessee State University, Ohio Dominican University, and Maryville College during the 2019 Summer Semester; five (5) interns from the University of Tennessee during the 2019 Fall Semester; and six (6) students from the University of Tennessee during the 2020 Spring Semester.</p>	5	Director of Programming & Community News Director Sports Director Local Sales Manager
3	9/3/2019	Participation in events or programs sponsored by educational institutions	The Station hosted a class of journalism students from L&N STEM Academy. Station personnel participated in a Q&A session, critiqued student presentations and discussed opportunities in the broadcast industry.	1	Anchor/Reporter
4	10/9/2019	Participation in events or programs sponsored by educational institutions	The Station participated in the University of Tennessee College of Communications & Information Job & Internship Fair. Station personnel were able to meet with students and discuss internship opportunities and job vacancies at the Station, and opportunities in the broadcasting industry.	2	Creative Services Director Director of Programming & Community
5	10/30/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as guest speakers before a journalism class at the University of Tennessee. They spoke about career decisions, broadcast operations and job opportunities at the station and in the broadcast industry.	2	News Director Director of Programming & Community

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6	1/29/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a guest speaker before a journalism class at the University of Tennessee. She spoke about career decisions and job opportunities at the station and in the broadcast industry.	1	Director of Programming & Community