

WREG & WJKT EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 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
HR Business Administrator	1, 3, 5-19	17
Technician, Director	1, 3, 5-19	17
Digital Content Producer	1, 3, 5-19	17
Production Manager	1, 3, 5-19	17
Graphics Design Artist	1-19	4
Assignment Editor	1, 3, 5-19	17
Digital Content Producer	1, 3, 5-19	17
Producer	1-3, 6-7, 9-19	2
Commercial Producer	1, 3, 6-7, 9-19	17
Integrated Digital Specialist/Coordinator	1, 3, 5-7, 9-19	17
Photographer	1, 3, 6-7, 9-19	17

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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	American Advertising Federation - Memphis P.O. Box 11869 Memphis, Tennessee 38111 Phone : 901-310-5879 Email : aafmemphis@gmail.com Career Opportunities	N	0
2	Indeed.com	N	4
3	Junior League of Memphis 3475 Central Ave Memphis, Tennessee 38111 Phone : 901-452-2151 Email : pat@jlmemphis.org Pat Pope	N	0
4	Linked In	N	1
5	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
6	MIFA (Mphs Inter-Faith Assoc) P.O. Box 3130 Memphis, Tennessee 38173 Phone : 901-527-0208 Tom Webb Manual Posting	N	0
7	Mpact Memphis 506 S Main Memphis, Tennessee 38103 Phone : 901-528-8340 Career Assistance Manual Posting	N	0
8	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	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
9	National Coalition of 100 Black Women of Memphis P.O. Box 2131 Memphis, Tennessee 38101 Phone : 901-295-8086 Email : ncbwmemphisinfo@gmail.com Katrina Thompson	N	0
10	National Council of Negro Women, Inc c/o Delores Burrows P.O.Box 901668 Memphis, Tennessee 38109 Phone : 901-573-4341 Email : malonembm@gmail.com Delores Burrows	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	Operation Stalnd Down Memphis PO Box 11634 Memphis, Tennessee 38111 Phone : 901-527-0238 Email : osdm2010@gmail.com William Jones	N	0
13	TN Dept of Employment Security 1295 Poplar Ave Memphis, Tennessee 38104 Phone : 901-543-7535 Raymond Neal Manual Posting	N	0
14	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : http://www.tvjobs.com Email : info@tvjobs.com Career Services	N	2
15	University of Memphis - Comm & Fine Arts 232 Communication Fine Arts Bldg Memphis, Tennessee 38152-3200 Phone : 901-678-5118 Email : darant@memphis.edu Morgan Arant	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
16	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Barabara Willis	N	0
17	WREG.com 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-297-6527 Url : www.wreg.com Email : DAVID.ROYER@wreg.com David Royer	N	17
18	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
19	YWCA of Greater Memphis 1044 Mississippi Blvd Memphis, Tennessee 38126 Phone : 901-948-8899 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-level positions to the National Coalition of 100 Black Women of Memphis, National Council of Negro Women, Inc., and TN Dept of Employment Security, organizations with a broad-based participants, including the participation of women and minorities.	2	General Manager HR
2	3/3/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on recruiting processes for EEO regarding information about job vacancies and procedures for hiring.	15	General Manager Human Resources Business Administrator General Sales Manager Newsroom Director