

WREG
EEO PUBLIC FILE REPORT
April 1, 2024 - March 31, 2025

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	6-19	9
Account Executive	6-19	12
Account Executive	6-8, 10-19	12
Assignment Editor	4, 6-19	4
Assignment Editor	1, 3, 6-19	3
Chief Photographer	4, 6-19	4
Creative Services Producer	3, 6-19	9
Digital Content Producer	6-19	9
Integrated Digital Specialist	6-19	9
Integrated Digital Specialist	6-19	12
Photographer	1, 6-19	12
Photographer	2, 6-19	9
Producer	1, 3, 6-19	9
Producer	1, 6-8, 10-19	12
Producer	6-8, 10-19	12
Reporter	3, 6-8, 10-19	12
Reporter	5-8, 10-19	5
Research Director	6-8, 10-19	12

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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
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	CareerBuilder.com	N	1
3	Indeed.com	N	5
4	Internal Promotion	N	2
5	Intracompany Transfer	N	1
6	jobs4tn.gov 155 Angelus Street Memphis, Tennessee 38104 Phone : 901-484-3616 Email : joe.stone@tn.gov Joe Stone	N	0
7	Junior League of Memphis 3475 Central Ave Memphis, Tennessee 38111 Phone : 901-452-2151 Email : pat@jlmemphis.org Pat Pope	N	0
8	League of Women Voters of Memphis & Shelby County PO Box 383291 Memphis, Tennessee 38183 Phone : 901-327-6892 Email : LWVMSC@gmail.com Lucy Stansbury	N	0
9	Linked In	N	20
10	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	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
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 214-765-4208 Lindsey Knapp Manual Posting	N	20
13	Operation Stalnd Down Memphis PO Box 11634 Memphis, Tennessee 38111 Phone : 901-527-0238 Email : osdm2010@gmail.com William Jones	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	0
15	University of Memphis - Comm & Fine Arts 232 Communication Fine Arts Bldg Memphis, Tennessee 38152-3200 Phone : 901-678-5118 Email : darant@memphis.edu Fax : 1-901-678-5118 Morgan Arant	N	0
16	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Barabara Willis	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
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	0
18	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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 Email : info@memphisywca.org Career Services Ms. Odom	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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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 jobs4tn.gov, Junior League of Memphis and YWCA of Greater Memphis.	1	
2	4/3/2024	Participation in events or programs sponsored by educational institutions	The station participated at the University of Mississippi career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Dir
3	4/11/2024	Participation in Job Fairs	The station participated at the Hiring Event/ Resource Fair at New Covenant SDA Church. The station met with potential job applicants.	1	Business Admin
4	6/3/2024	Participation in events sponsored by organizations representing the community	The station hosted six interns from various colleges and universities allowing students to explore their interests in a potential career in broadcasting through onsite observation and discussion with active station personnel.	2	Production Manager Chief Engineer
5	10/30/2024	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Mississippi school of journalism and new media. He spoke about career decisions and job requirements	1	News Dir
6	3/18/2025	Provision of training to management	The station conducted a mandatory training session for hiring manager which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention, and hiring procedures	1	News Dir GM HR
7	3/19/2025	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a group of high school seniors. They spoke about job qualifications, and careers and opportunities at the station and within the broadcast industry.	2	Reporter Weather Anchor
8	3/25/2025	Participation in Job Fairs	The station participated at the Ole Miss Job Fair. SEC personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	Strategic Marketing Manager LSM

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9	3/26/2025	Participation in events or programs sponsored by educational institutions	SEC personnel participated as a speaker at Ole Miss school of journalism. He spoke about career decisions and job requirements.	1	News Dir