

WATE-TV

EEO PUBLIC FILE REPORT

April 1, 2018 - March 31, 2019

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
News Producer	1-5, 7-9, 11, 14-15, 17-21, 23-24, 26-28, 30-32, 34	21
Multimedia Journalist	1-5, 7-9, 11, 14-15, 17-21, 23-28, 30-32, 34	21
Creative Services Producer	1-4, 7, 9, 15, 17-22, 24-26, 28, 30, 32-34	21
Sports/MMJ	1-4, 7-9, 12, 15, 17-22, 24-26, 28, 30, 32-34	21
Digital Media Manager	1-4, 7, 9, 15, 17-22, 24-26, 28, 30, 32-34	21
Coordinator, Research	1-4, 7-9, 15, 17-22, 24-26, 28, 30, 32-34	21
Lifestyle Show Producer	1-4, 7-9, 12, 15, 17-22, 24-26, 28, 30, 32-34	12
News Producer	1-5, 7, 9, 15, 17-22, 24, 26, 28, 30, 32-34	21
Multimedia Journalist	1-5, 7, 9, 15-22, 24, 26, 28, 30, 32-34	28
Reporter, Story Teller, Lifestyle Show	1-5, 7, 9, 15-22, 24, 26, 28, 30, 32-34	21
Account Executive	1-5, 7, 9, 12, 15, 17-22, 24, 26, 28, 30, 32-34	12
Account Executive	1-5, 7, 9, 12, 15, 17-22, 24, 26, 28, 30, 32-34	21
News Producer	1-5, 7, 9, 12, 15, 17-22, 24, 26, 28, 30, 32-34	21
National Sales Assistant	1-5, 7-9, 15, 17-22, 24, 26, 28, 30, 32-34	8
News Producer	1-5, 7, 9, 12, 15, 17-22, 24, 26, 28, 30, 32-34	21
Digital Content Producer	1-5, 7, 9, 12, 15-22, 24, 26, 28, 30, 32-34	12
Technical Media Operator	1-5, 7, 9-10, 15, 18-22, 24, 26, 28, 30, 32-34	21
Morning Executive Producer	1-5, 7, 9, 13, 15, 18-22, 24, 28, 30, 32-34	13
Technical Media Operator	1-7, 9, 12, 15, 18-22, 24, 28, 30, 32-34	6

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Director	1-5, 7-9, 15-16, 18-22, 24, 28, 30, 32-34	8
Morning News Anchor	1-5, 7, 9, 15, 18-22, 24, 28-30, 32-34	29
Account Executive	1-5, 7-9, 15, 18-22, 24, 28, 30, 32-34	8
Digital Media Director	1-5, 7-9, 15, 18-22, 24, 28, 30, 32-34	21
Multimedia Journalist	1-5, 7, 9, 15, 18-22, 24, 28-30, 32-34	29
AM Meteorologist	1-5, 7, 9, 12, 15, 18-22, 24, 28, 30, 32-34	12

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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	Broadcast Image Group 200 East Grayson Street, Suite 116 San Antonio, Texas 78215 Larry Rickel Manual Posting	N	0
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	Y	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	Educational Institution	N	1
7	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
8	Employee Referral	N	12
9	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
10	GlassDoor	N	1
11	Green Hills Learning Center 1928 Natchez Ave #1800 Knoxville, Tennessee 37915 Phone : 865-523-1688 Email : ghlearningctr@bellsouth.net Kimberly Fowler	Y	0
12	Indeed.com	N	13
13	Internal Promotion	N	1
14	ITT Technical Institute 9123 Executive Park Drive Knoxville, Tennessee 37923 Phone : 865-342-2300 Email : dhowell@itt-tech.edu Donna Howell	Y	0
15	Knoxville Area Urban League 1514 East Fifth Avenue Knoxville, Tennessee 37917 Phone : 865-524-5511 Email : info@thekaul.org Bill Myers	N	0
16	Linked In	N	5
17	Maryville College Center for Calling and Career 502 East Lamar Alexander Pkwy Maryville, Tennessee 37804 Phone : 865-981-8220 Email : ccc@maryvillecollege.edu Christy McDonald	N	0
18	Media General Careers Website 333 E. Franklin Street Richmond, Virginia 23219 Phone : 8656376666 Url : www.mediageneral.com/careers Susan Ellenburg Manual Posting	N	0

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19	Medialine 1209 Wood Valley Road August, Georgia 30909 Url : www.medialine.com Rich Everitt Manual Posting	N	0
20	NAACP of Oak Ridge P.O. Box 6165 Oak Ridge, Tennessee 37831 Phone : online Email : waltergho@aol.com Walter Ghosten	Y	0
21	Nexstar Careers 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 865-637-6666 Url : http://www.nexstar.tv/careers/ Susan Ellenburg Manual Posting	N	59
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
23	Pellissippi State Technical Community College 10915 Hardin Valley Rd. P.O. Box 22990 Knoxville, Tennessee 37933 Phone : 865-694-6400 Email : ccarson@pstcc.edu Carolyn Carson	Y	0
24	South College 3904 Lonas Drive Knoxville, Tennessee 37909 Phone : 865-524-3043 Email : gtaylor@southcollegetn.edu Gary Taylor	N	0
25	Tennessee Career Center Knoxville 1610 University Ave. Knoxville, Tennessee 37921 Phone : 865-594-5500 Email : ray.abbas@tncknox.org Ray Abbas	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
26	Tennessee Career Center Maryville 366 Glascock Street Suite 100 Alcoa, Tennessee 37701 Phone : 865-379-5525 Email : cflowers@ethra.org Cheryl Flowers	Y	0
27	Tennessee Department of Labor & Workforce Development Labor and Workforce Development – Career Center 2700 Middlebrook Pike, 1st Floor Knoxville, Tennessee 37921 Phone : 865-594-0165 Url : http://www.jobs4tn.gov Email : ginger.armstrong@state.tn.us Ginger Armstrong	N	0
28	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	2
29	TVJobs.com	N	3
30	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	0
31	Wallace Memorial Baptist Church 701 Merchant Drive Knoxville, Tennessee 37912 Phone : 865-688-7270 Email : kwilliams@wmbc.net Kent Williams	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
32	WATE-TV 1306 N Broadway St Knoxville, Tennessee 37917 Phone : 865-633-6909 Url : http://wate.com/ Tim Cooley Manual Posting	N	0
33	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
34	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:			97

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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	5/14/2018	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 and weather.</p> <p>The Station hosted two (2) interns from Pellissippi State Community College and Middle Tennessee State University during the 2018 Summer Semester; five (5) interns from the University of Tennessee and Pellissippi State Community College during the 2018 Fall Semester; and seven (7) interns from University of Tennessee during the 2019 Spring Semester.</p>	7	News Director Sports Director Local Sales Manager Production Manager
2	10/2/2018	Participation in Job Fairs	The Station participated in the Pellissippi State Media Technologies Internship Fair. Station personnel were able to meet with students and discuss internship opportunities and job vacancies at the station, and in the broadcasting industry.	1	Operations Manager
3	10/3/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a guest speaker at the University of Tennessee, speaking to senior level broadcast journalism students. They spoke about television management, news, programming, career decisions, and job opportunities in broadcasting.	2	Director of Programming & Community Creative Services Director
4	10/17/2018	Participation in Job Fairs	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	Director of Programming & Community Creative Services Director
5	1/30/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a guest speaker at the University of Tennessee, speaking to journalism students in a programming class. She spoke about local broadcast programming roles, job requirements, career decisions, and job opportunities.	1	Director of Programming & Community

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	2/12/2019	Participation in events or programs sponsored by educational institutions	The Station participated in the 2019 Knox County Schools Career Day. The career day is open to all 8th-12th graders in Knox County, and their parents or guardians. Attendance included students from 14 middle schools and various high schools. Station personnel were able to meet with students and discuss job opportunities in television and broadcasting, as well as the education and training required for positions in the industry.	3	Director of Programming & Community Creative Services Director Meteorologist