

# WATE-TV

## 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
Account Executive	1, 3-7, 11-14, 16, 19-22	6
Digital Content Producer	1, 3-7, 10-12, 14, 16, 19-22	10
Weekend Morning News Anchor/MMJ	1, 3-7, 11-12, 14, 16, 19-22	16
News Producer	1, 3-7, 11-14, 16, 19-22	16
Vice President & General Manager	1, 3-5, 7-8, 11-14, 16-22	16
Lifestyle Multimedia Storyteller/Producer	13	13
General Sales Manager	1, 3-5, 7, 11-12, 14, 16, 19-22	16
Account Executive	1, 3-5, 7, 9, 11-14, 16, 19-22	16
Producer - Lifestyle Show	1, 3-7, 11-12, 14, 16, 19-22	6
Producer/Assignment Desk Editor	1, 3-7, 11-14, 16, 19-22	13
Reporter I, Sports	1, 3-7, 9, 11-12, 14, 16-17, 19-22	9
Regional Sales Account Executive	1, 3-5, 7, 11-14, 16-17, 19-22	13
News Producer	1, 3-7, 11-12, 14, 16-17, 19-22	6
Account Executive	1, 3-7, 11-12, 14, 16-17, 19-22	6
Digital Video Content Specialist	1, 3-7, 9, 11-14, 16-17, 19-22	6
Photojournalist	1, 3-7, 9, 11-14, 16-17, 19-22	9
Creative Services Producer	1, 3-7, 11-12, 14, 16-17, 19-22	6
News Producer	1, 3-5, 7, 9, 11-14, 16-17, 19-21	13
Reporter I, MMJ Digital	1, 3-7, 11-14, 16-17, 19-21	6
Lifestyle Show Host	1, 3-5, 7, 11-12, 14, 16-17, 19-21	20
News Photographer	1, 3-7, 9, 11-12, 14, 16-17, 19-21	20
Lifestyle Show Host	1, 3-5, 7, 11-12, 14, 16-17, 19-21	20
News Photographer	1, 3-7, 9, 11-12, 14, 16-17, 19-21	9
News Producer	1, 3-5, 7, 9, 11-12, 14, 16-17, 19-21	9
News Photographer	1, 3-5, 7, 9, 11-12, 14, 16-17, 19-21	9

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Technician I, Operations	1, 3-5, 7, 11-12, 14, 16-17, 19-21	20
Sales Assistant	1, 3-7, 11-14, 16-17, 19-21	13
Reporter I, News	1, 3-7, 9, 11-14, 16-17, 19-22	6
Graphics Artist	1-5, 7, 9, 11-14, 16-17, 19-22	13
News Photographer/Editor	1, 3-5, 7, 9, 11-12, 14, 16-17, 19-22	9
Anchor/MMJ	1-5, 7, 9, 11-12, 14, 16-17, 19-22	20
Reporter I, MMJ Digital	1, 3-5, 7, 11-14, 16-17, 19-22	13
Reporter I, News/MMJ	1, 3-7, 9, 11-14, 16-17, 19-22	13
News Producer	1, 3-5, 7, 11-12, 14-17, 19-22	20

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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	2
3	Carson Newman College 2130 Branner Avenue Jefferson City, Tennessee 37760 Phone : 865-471-2000 Email : dnewman@cn.edu Donnie Newman	Y	0
4	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
5	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
6	Employee Referral	N	25
7	Employer Support of the Guard and Reserve 3041 Sidco Drive Nashville, Tennessee 37204 Email : douglas.b.gilbert4.ctr@mail.mil Doug Gilbert	Y	0
8	Green Hills Learning Center 1928 Natchez Ave #1800 Knoxville, Tennessee 37915 Phone : 865-523-1688 Email : kfowler@aamci.com Kimberly Fowler	N	0
9	Indeed.com	N	38
10	Intracompany Transfer	N	1

**WATE-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

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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	Knoxville Area Employment Consortium 241 E Woodland Ave Knoxville, Tennessee 37917 Email : kaectn@gmail.com Lauren Witzler	N	0
12	Knoxville Area Urban League 1514 East Fifth Avenue Knoxville, Tennessee 37917 Phone : 865-524-5511 Email : dcarr@thekaul.org Denise Carr	N	0
13	Linked In	N	32
14	NAACP of Oak Ridge P.O. Box 6165 Oak Ridge, Tennessee 37831 Phone : online Email : waltergho@aol.com Walter Ghosten	Y	0
15	National Association of Black Journalists 8800 Lakewood Dr #117 Windor, California 95492 Phone : 626-792-3846 NABJ Careers Manual Posting	N	1
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	17
17	South College 3904 Lonas Drive Knoxville, Tennessee 37909 Phone : 865-524-3043 Email : jlimbaugh@south.edu Jamie Limbaugh	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

**WATE-TV**  
**EEO PUBLIC FILE REPORT**

April 1, 2021 - March 31, 2022

**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
19	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
20	WATE-TV 1306 N Broadway St Knoxville, Tennessee 37917 Phone : 865-633-6909 Url : <a href="http://wate.com/">http://wate.com/</a> Tim Cooley Manual Posting	N	32
21	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
22	YWCA of Knoxville 420 West Clinch Ave. Knoxville, Tennessee 37902 Phone : 865-523-6126 Email : <a href="mailto:agoodwin@ywcaknox.com">agoodwin@ywcaknox.com</a> A Goodwin	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>148</b>

**WATE-TV**  
**EEO PUBLIC FILE REPORT**  
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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/26/2021	Participation in Job Fairs	The Station participated in the Tennessee Association of Broadcasters virtual job fair. Station personnel made vacancy information available and collected resumes from prospective applicants.	1	Business Administrator
2	6/4/2021	Hosting of Job Fair	The Station hosted a job fair as part of the Knoxville Man Show. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry	2	Creative Services Director Local Sales Manager
3	10/28/2021	Participation in Job Fairs	The Station participated at Austin-East Magnet High School. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	Community/Programming Director Reporter
4	12/6/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to the journalism class at Concord Christian School. He spoke about career decisions and job requirements.	1	Community/Programming Director
5	1/12/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a Speaker to the Journalism class at Austin-East Magnet High School. He spoke about career decisions and job requirements in the broadcast industry.	1	Operations Manager
6	2/7/2022	Establishment of an intern program designed to assist members of the community	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.  The Station hosted four (4) interns, from the University of Tennessee Knoxville and one (1) from the Lincoln Memorial University during the 2022 Spring Semester.	1	Asst. News Director
7	2/10/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker to the Journalism class at L&N STEM Academy. He spoke about career decisions and job requirements.	1	Community/Programming Director

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8	2/21/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a TeenWork Speaker before a group of Austin-East Magnet High School students. The TeenWork program helps Junior year students learn on-the-job skills and prepare for future jobs. He/She talked about communication and interview skills, as well as job requirements and responsibilities of and anchor/reporter.	2	Community/Programming Director Anchor
9	3/2/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a virtual 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 broadcasting industry.	2	Community/Programming Director National Sales Manager
10	3/3/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	8	VP/GM Business Administrator General Sales Manager News Director
11	3/5/2022	Hosting of Job Fair	The Station hosted a Job Fair as part of the Knoxville Man Show. Hiring Managers were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	4	Community/Programming Director Creative Services Director Local Sales Manager General Sales Manager