

**WKRN-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
Sales Assistant	1-4, 7-8, 12, 15-17, 19, 26-28, 31, 33-34	19
Executive Producer	1-4, 6-9, 12, 14-17, 19, 26-29, 31-34	8
Anchor/Reporter-KRN000072	1-4, 7-9, 12-14, 16, 18-19, 22, 25, 29, 33-34	19
Multi Media Journalist	1-4, 6-8, 10, 12-19, 25, 27-29, 31-34	10
Operations Technician	1-4, 6-8, 12-19, 23, 25-27, 29-31, 33-34	8
Digital Producer	1-4, 7-8, 12-14, 16, 18-19, 21, 25-26, 29-34	21
Digital Producer	1-4, 6-8, 12, 14-19, 25-29, 33-34	19
Assignment Editor KRN-000075	1-4, 6-8, 12, 14-19, 26-29, 31-34	19
Associate Producer	5, 7-8, 11, 14, 16, 19, 33	5
Anchor/Reporter-KRN000072	1-4, 7-8, 10, 13-14, 18-19, 25, 29, 33-34	10
Multi Media Journalist	1-4, 7-8, 13-14, 16, 19, 25, 28, 33	14
Anchor/Reporter	1-4, 7-8, 10, 12-14, 19, 25, 29, 33	14
Producer	1-8, 12-14, 19, 25, 29, 33	5
Producer	1-5, 7-8, 14, 16, 18, 25-26, 29, 33	5
Account Executive	1-4, 7-8, 10, 12, 14, 16, 18-19, 33	10
Anchor/Reporter	1-5, 7-8, 14, 16-20, 27, 31, 33-34	5
Account Executive	9	9
Graphic Artist	1-4, 7-9, 14-18, 20, 26-28, 31-34	9
Producer	1-5, 7-8, 14, 16, 19, 33	5
Producer	1-5, 7-8, 14, 16, 19, 33	5
Account Executive	1-4, 7-8, 14, 16, 22, 24, 33	14
Sales Assistant	1-3, 8, 14-19, 27-28, 31-33	14
Anchor/Reporter	1-3, 6, 8-9, 13-14, 16-17, 19, 25-29, 31-33	14

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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 Broadcasters Assoc 2180 Parkway Lane Dr Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="http://al-ba.com">http://al-ba.com</a> Email : <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a> Leslie Rice	N	0
2	Alliance for Women in Media 1250 24th St. NW Ste 300 Washington, District of Columbia 20037 Phone : 202-750-3664 Url : <a href="http://@allwomeninmedia.org">@allwomeninmedia.org</a> Email : <a href="mailto:info@allwomeninmedia.org">info@allwomeninmedia.org</a> Madeline Vied	N	0
3	Black Career Women's Network 114 Pike Street Cincinnati, Ohio 45202 Phone : 513-729-9724 Url : <a href="http://bcwnetwork.com">bcwnetwork.com</a> Nichole Sims Manual Posting	N	0
4	Direct Employers <a href="http://careers.directemployers.org">careers.directemployers.org</a> Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
5	Employee Referral	N	6
6	Fisk University 18th Ave N Nashville, Tennessee 37208 Phone : 615-329-8894 Url : <a href="http://fisk.edu">http://fisk.edu</a> Email : <a href="mailto:tbyrdsong@fisk.edu">tbyrdsong@fisk.edu</a> Fax : 1-615-329-7534 Tashaye Byrdsong Woods	N	0
7	Glassdoor <a href="http://glassdoor.com">glassdoor.com</a> Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0

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8	Indeed indeed.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	7
9	Internal Promotion	N	6
10	Intracompany Transfer	N	4
11	Job Fair	N	1
12	Jobs4TN 220 French Landing Nashville, Tennessee 37243 Phone : 855-747-1719 Url : @tn.gov Email : Sharyn.Pelych@tn.gov Sharyn Pelych	N	0
13	Kentucky Broadcasters Assoc 101 Enterprise Dr Frankfurt, Kentucky 40601 Phone : 888-843-5221 Url : http://kba.org Email : kba@kba.org Patti Pullen	N	0
14	Linkedin linkedin.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	10
15	Lipscomb University One University Park Nashville, Tennessee 37204 Phone : 615-966-1000 Url : http://lipscombe.edu Email : jimmy.mccollum@lipscomb.edu Jimmy McCollum	N	0
16	Monster monster.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0

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17	MTSU PO Box 51 Murfreesboro, Tennessee 37132 Phone : 615-898-2862 Url : http://mtsu.edu Email : career@mtsu.edu LaEndia Buchanan	N	0
18	National Hispanic Media Coalition 55 Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : http://nhmc.org Email : info@nhmc.org Brenda Rivas	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
20	Nossi College of Art 590 Cheron Rd. Madison, Tennessee 37115 Phone : 615-514-2787 Url : @nossi.edu Email : jobplacement@nossi.edu Fax : 1-615-514-2788 Dax Gomez	N	0
21	Re-hire	N	1
22	Recruit Net recruitnet.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
23	Society of Broadcast Engineers sbe.org Nashville, Tennessee Phone : 615-369-7354 Susan Stewart Manual Posting	N	0

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24	Spots n Dots 1635 Old Highway 41 NW Suite 112-238 Kennesaw, Georgia 30152 Url : spotsndots.com Kevin Owens Manual Posting	N	0
25	TN Association of Broadcasters 2 International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : http://tabtn.org Email : tabtn@bellsouth.net Fax : 1-615-365-1842 Brenda Heidt	N	0
26	TN Dept of Labor & Workforce Development 220 French Landing Nashville, Tennessee 37243 Phone : 615-253-6674 Url : @tn.gov Email : Melinda.kelsey@tn.gov Melinda Kelsey	N	0
27	TN State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7526 Url : http://tnstate.edu Email : jcoleman@tnstate.edu Fax : 1-615-963-7534 Jamaal Coleman	N	0
28	Trevecca University 333 Murfreesbor Rd Nashville, Tennessee 37210 Phone : 615-248-1200 Url : http://trevecca.edu Email : saconley@trevecca.edu Seth Conley	N	0
29	TV Jobs tvjobs.net Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0

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30	TV Technology Career Center jobs.tvtechnology.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
31	Vanderbilt University 310 25th Avenue S Ste 220 Nashville, Tennessee 37240 Phone : 615-343-6869 Url : http://vanderbilt.edu Email : tiffany.franklin@vanderbilt.edu Fax : 1-615-343-4448 Tiffany Franklin	N	0
32	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : http://wku.edu Email : becky.tinker@wku.edu Rebecca Tinker	N	0
33	WKRN.com 441 Murfreesboro Pike Nashville, Tennessee 37210 Phone : 615-369-7354 Url : @wkrn.com Susan Stewart Manual Posting	N	0
34	YWCA 1608 Woodmont Blvd Nashville, Tennessee 37215 Phone : 615-253-8920 ext 113 Url : http://ywcanashville.com Email : niki.giammarco@ywcanashville.com Fax : 1-615-532-2763 Niki Giammarco	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>41</b>

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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	4/15/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at Middle Tennessee State University. She spoke about positions at the Station and within the broadcasting industry.	1	General Manager
2	6/17/2019	Participation in events or programs sponsored by educational institutions	Station Personnel participated as a speaker before the Tennessee Association of Broadcasters Radio Talent Institute at the University of Tennessee. She spoke about job qualifications and careers and opportunities at the Station and within the broadcasting industry.	1	General Manager
3	7/26/2019	Participation in other activities designed by the station employment unit	Station personnel participated in an internship recruiting session. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	2	News Director Commercial Producer
4	10/3/2019	Participation in events or programs sponsored by educational institutions	The Station participated at the Middle Tennessee State University Career Fair. Station personnel were able to meet with students and discuss internships and vacancies at the Station and in the broadcasting industry.	2	Intern Coordinator Production Manager
5	3/23/2020	Participation in events or programs sponsored by educational institutions	<p>The Station has an established job shadow program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>During this reporting period, the Station sponsored five (5) students from Western Kentucky University, Brentwood High School, The Lantern at Morning Pointe, and Cardinal Health.</p>	5	Chief Meteorologist Meteorologist Operations Manager MMJ Photographer

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6	3/23/2020	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, and weather.</p> <p>The Station hosted one (1) intern, from Lipscomb University, during the 2019 Spring Semester, fourteen (14) interns, from Florida State University, Austin Peay, University of Mississippi, University of Tennessee, Auburn, Campbellsville University, Middle Tennessee State University, and Western Kentucky State during the 2019 Summer Semester, one (1) intern, from Tennessee State University, during the 2019 Fall Semester, and three (3) interns, from Middle Tennessee State University and Austin Peay, during the 2020 Winter Semester.</p>	4	Chief Meteorologist Production Manager Executive Producer Promotions Manager