

**WKRN-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 - March 31, 2021**

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
Anchor/Reporter	2-6, 8-9, 17, 19-20, 22-23, 28-32, 34, 36-37	6
General Sales Manager	1-9, 12-25, 27-39	6
Sales Account Executive	4, 6-9, 14, 17-20, 22-23, 25, 28-31, 34, 36-37, 39	6
Digital Producer	2-4, 7-11, 14, 16-23, 27-32, 34, 36-37	10
Video Editor	2-4, 6-9, 14, 16-24, 28-32, 34, 36-37	9
Producer KRN-000076	2-4, 7-9, 11, 16-23, 30-32, 34, 36-37	11
Producer KRN-000076	2-4, 6-9, 11, 16-23, 28, 30-32, 34, 36- 37	6
Meteorologist	2-4, 6-9, 14, 16-23, 25, 27-32, 34, 36- 37	6
Digital Producer	1-9, 11-25, 27-28, 30-38	6
Integrated Digital Specialist	1-9, 12-25, 27-28, 31-33, 35-38	17
Sales Account Executive	1-9, 12-25, 27-28, 31-33, 35-38	6
Sales Account Executive	1-9, 12-19, 21-37, 39	17
Sales Account Executive	1-9, 12-25, 27-28, 30-38	6
Video Editor	1-9, 12-19, 21-37, 39	17
News Photographer	1-5, 7-9, 12-19, 21-25, 27-28, 31-33, 35 -38	23
Digital Sales Planner	1-5, 7-9, 12-19, 21-25, 27-28, 31-33, 35 -38	17
Reporter	1-9, 11-19, 21-25, 27-28, 30-38	6
Sales Assistant	1-5, 7-9, 12-19, 21-25, 27-28, 31-33, 35 -38	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	Adzuna adzuna.com Nashville, Tennessee Phone : 877-577-4473 Job Listings Manual Posting	N	0
2	Alabama Broadcasters Assoc 2180 Parkway Lane Dr Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://al-ba.com Email : lrice@al-ba.com Leslie Rice	N	0
3	Alliance for Women in Media 1250 24th St. NW Ste 300 Washington, District of Columbia 20037 Phone : 202-750-3664 Url : @allwomeninmedia.org Email : info@allwomeninmedia.org Madeline Vied	N	0
4	Black Career Women's Network 114 Pike Street Cincinnati, Ohio 45202 Phone : 513-729-9724 Url : bcwnetwork.com Nichole Sims Manual Posting	N	0
5	Direct Employers careers.directemployers.org Nashville, Tennessee Phone : 866-268-6206 Job Listings Manual Posting	N	0
6	Employee Referral	N	14
7	Fisk University 18th Ave N Nashville, Tennessee 37208 Phone : 615-329-8894 Url : http://fisk.edu Email : tbyrdsong@fisk.edu Fax : 1-615-329-7534 Tashaye Byrdsong Woods	N	0

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8	Glassdoor glassdoor.com Nashville, Tennessee Phone : 888-355-9323 Job Listings Manual Posting	N	0
9	Indeed indeed.com Nashville, Tennessee Phone : 800-475-4361 Job Listings Manual Posting	N	15
10	Indeed.com	N	1
11	Intracompany Transfer	N	6
12	IT Job Cafe itjobcafe.com Nashville, Tennessee Phone : 404-915-0497 Job Listings Manual Posting	N	0
13	Jobcase jobcase.com Nashville, Tennessee Phone : 617-758-2001 Job Listings Manual Posting	N	0
14	Jobs4TN 220 French Landing Nashville, Tennessee 37243 Phone : 855-747-1719 Url : @tn.gov Email : Sharyn.Pelych@tn.gov Sharyn Pelych	N	0
15	Jooble jooble.org Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0

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16	Kentucky Broadcasters Assoc 101 Enterprise Dr Frankfurt, Kentucky 40601 Phone : 888-843-5221 Url : <a href="http://kba.org">http://kba.org</a> Email : <a href="mailto:kba@kba.org">kba@kba.org</a> Patti Pullen	N	0
17	Linkedin <a href="http://linkedin.com">linkedin.com</a> Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	18
18	Lipscomb University One University Park Nashville, Tennessee 37204 Phone : 615-966-1000 Url : <a href="http://lipscombe.edu">http://lipscombe.edu</a> Email : <a href="mailto:jimmy.mccollum@lipscomb.edu">jimmy.mccollum@lipscomb.edu</a> Jimmy McCollum	N	0
19	Monster <a href="http://monster.com">monster.com</a> Nashville, Tennessee Phone : 800-666-7837 Job Listings Manual Posting	N	0
20	MTSU PO Box 51 Murfreesboro, Tennessee 37132 Phone : 615-898-2862 Url : <a href="http://mtsu.edu">http://mtsu.edu</a> Email : <a href="mailto:career@mtsu.edu">career@mtsu.edu</a> LaEndia Buchanan	N	0
21	NATAS 161 Rains Avenue Nashville, Tennessee 37203 Phone : 615-383-3259 Url : <a href="http://emmynashville.org">http://emmynashville.org</a> Email : <a href="mailto:emmynash@aol.com">emmynash@aol.com</a> Fax : 1-615-259-0040 Geneva Brignolo	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
22	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
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
24	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
25	Recruit Net recruitnet.com Nashville, Tennessee Phone : xxx-xxx-xxxx Job Listings Manual Posting	N	0
26	Society of Broadcast Engineers sbe.org Nashville, Tennessee Phone : 615-369-7354 Susan Stewart Manual Posting	N	0
27	The Ohio Media School 6703 Madison Rd Cincinnati, Ohio 45227 Phone : 614-655-5250 Url : beonair.com Email : amoore@beonair.com Alvis Moore	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
28	TN Association of Broadcasters 2 International Plaza Drive Suite 507 Nashville, Tennessee 37217 Phone : 615-365-1840 Url : <a href="http://tabtn.org">http://tabtn.org</a> Email : <a href="mailto:tabtn@bellsouth.net">tabtn@bellsouth.net</a> Fax : 1-615-365-1842 Brenda Heidt	N	0
29	TN Dept of Labor & Workforce Development 220 French Landing Nashville, Tennessee 37243 Phone : 615-253-6674 Url : <a href="mailto:@tn.gov">@tn.gov</a> Email : <a href="mailto:Melinda.kelsey@tn.gov">Melinda.kelsey@tn.gov</a> Melinda Kelsey	N	0
30	TN State University 3500 John Merritt Blvd Nashville, Tennessee 37209 Phone : 615-963-7526 Url : <a href="http://tnstate.edu">http://tnstate.edu</a> Email : <a href="mailto:jcoleman@tnstate.edu">jcoleman@tnstate.edu</a> Fax : 1-615-963-7534 Jamaal Coleman	N	0
31	Trevecca University 333 Murfreesbor Rd Nashville, Tennessee 37210 Phone : 615-248-1200 Url : <a href="http://trevecca.edu">http://trevecca.edu</a> Email : <a href="mailto:saconley@trevecca.edu">saconley@trevecca.edu</a> Seth Conley	N	0
32	TV Jobs tvjobs.net Nashville, Tennessee Phone : 904-448-0400 Job Listings Manual Posting	N	0
33	TV Technology Career Center jobs.tvtechnology.com Nashville, Tennessee Phone : 860-437-5700 Job Listings Manual Posting	N	0

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34	Vanderbilt University 310 25th Avenue S Ste 220 Nashville, Tennessee 37240 Phone : 615-343-6869 Url : <a href="http://vanderbilt.edu">http://vanderbilt.edu</a> Email : <a href="mailto:tiffany.franklin@vanderbilt.edu">tiffany.franklin@vanderbilt.edu</a> Fax : 1-615-343-4448 Tiffany Franklin	N	0
35	VHM Network LLC vhmnetwork.com Nashville, Tennessee Phone : 646-723-4353 Job Listings Manual Posting	N	0
36	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : <a href="http://wku.edu">http://wku.edu</a> Email : <a href="mailto:becky.tinker@wku.edu">becky.tinker@wku.edu</a> Rebecca Tinker	N	0
37	WKRN.com 441 Murfreesboro Pike Nashville, Tennessee 37210 Phone : 615-369-7354 Url : <a href="http://@wkrn.com">@wkrn.com</a> Susan Stewart Manual Posting	N	0
38	<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
39	YWCA 1608 Woodmont Blvd Nashville, Tennessee 37215 Phone : 615-253-8920 ext 113 Url : <a href="http://ywcanashville.com">http://ywcanashville.com</a> Email : <a href="mailto:niki.giammarco@ywcanashville.com">niki.giammarco@ywcanashville.com</a> Fax : 1-615-532-2763 Niki Giammarco	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>55</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	9/14/2020	Participation in Job Fairs	The Station participated in the TAB Virtual Job Fair. Station personnel were able to discuss vacancies at the Station and within the broadcasting industry.	1	Intern Coordinator
2	9/15/2020	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.	16	General Manager News Director General Sales Manager Promotions Manager
3	11/23/2020	Participation in events or programs sponsored by educational institutions	The Station has an established job shadow program that allows students to gain practical experience in all areas of out operations, including news, production, sports and weather.  During this reporting period, the Station sponsored one student from Western Kentucky University through the job shadow program.	1	Chief Meteorologist