

**WKRN-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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer	1-3, 5-7, 10-16, 18-25	7
News Editor	1-3, 6-7, 9-16, 18-25	7
Sales Account Executive	1-3, 6-7, 10-16, 18-25	11
Integrated Digital Specialist	1-3, 5-7, 10-16, 18-25	5
News Producer	1-3, 6-7, 10-16, 18-25	7
Digital Sales Planner/Office Coordinator	1-3, 5-7, 10-16, 18-25	5
Integrated Digital Specialist	1-3, 6-8, 10-16, 18-25	8
Digital Content Producer	1-3, 6-7, 10-25	17
Digital Content Producer	1-3, 6-7, 10-16, 18-25	7
Broadcast Engineer	1-3, 6-7, 10-16, 18-25	11
Digital Breaking News Anchor	1-3, 5-7, 10-16, 18-25	5
Sales Account Executive	1-3, 6-7, 10-16, 18-25	11
Reporter/MMJ	1-3, 6-7, 10-16, 18-25	11
Promotions Producer	1-3, 6-8, 10-16, 18-25	8
Integrated Digital Specialist	1-4, 6-7, 10-16, 18-25	4
Producer	1-3, 6-7, 10-16, 18-25	11
Reporter/MMJ	1-3, 6-7, 9-16, 18-25	7
Sales Account Executive	1-3, 5-7, 10-16, 18-25	5
Reporter/MMJ	1-3, 6-8, 10-16, 18-25	8
Director	1-3, 6-8, 10-16, 18-25	8
Reporter/MMJ	1-3, 6-7, 9-16, 18-25	9
Graphic Artist	1-3, 6-7, 10-16, 18-25	7
Director	1-3, 5-7, 9-16, 18-25	9
Director	1-3, 6-7, 10-16, 18-25	7

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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> Les 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="mailto:@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	Carver Talent 5319 Loon Nest Court Apollo Beach, Florida 33572 Phone : 813-625-2130 Url : <a href="http://www.carvertalent.com">www.carvertalent.com</a> Ty Carver Manual Posting	N	2
5	Employee Referral	N	7
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	Indeed <a href="http://indeed.com">indeed.com</a> Nashville, Tennessee Phone : 800-475-4361 Job Listings Manual Posting	N	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Internal Promotion	N	4
9	Intracompany Transfer	N	6
10	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
11	Linkedin <a href="http://linkedin.com">linkedin.com</a> Nashville, Tennessee Phone : 650-687-3600 Job Listings Manual Posting	N	10
12	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
13	NATAS 161 Rains Avenue Nashville, Tennessee 37203 Phone : 615-383-3259 Url : <a href="http://emmyashville.org">http://emmyashville.org</a> Email : <a href="mailto:emmyash@aol.com">emmyash@aol.com</a> Fax : 1-615-259-0040 Geneva Brignolo	N	0
14	National Hispanic Media Coalition 55 Grand Avenue Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="http://nhmc.org">http://nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Brenda Rivas	N	0

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15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
16	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
17	Re-hire	N	1
18	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
19	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
20	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	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
22	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
23	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
24	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
25	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>43</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	Ongoing Event	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 University of Alabama, one (1) intern from Georgia Institute of Technology, one (1) intern from Mississippi State University, one (1) intern from Northern Vermont University, and one (1) intern from Indiana University during the 2021 summer semester, two (2) interns from Middle Tennessee State University during the 2021 fall semester, and one (1) intern from Western Kentucky University during the 2022 spring semester.</p>	3	Sports Director Executive Producer Chief Meteorologist
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the TN Department of Labor & Workforce Development and the TN Association of Broadcasters, media/trade organizations with a broad-based membership including the participation of women and minorities.	1	Business Administrator
3	Ongoing Event	Participation in events or programs sponsored by educational institutions	The Station, in collaboration with the McGavock High School's CMT Media Academy/PENCIL Program, has an established mentor/job shadow program which includes discussion sessions about entering into and working in the broadcast industry, and allows students to participate in Station tours and job shadows.	2	Executive Producer General Manager
4	10/26/2021	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 one student from Nashville Christian School.</p>	1	Promotions Manager

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**III. RECRUITMENT INITIATIVES**

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5	3/3/2022	Provision of training to management	The Station participated in 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.	14	General Manager News Director General Sales Manager Promotions Manager
6	3/24/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated in the Austin Peay State University Internship Fair for students to have an opportunity to discuss available internships.	1	Executive Producer