

# WREG-TV and WJKT 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
Producer	1-34	5
Sports Reporter	1-34	5
Account Executive	2, 5-7, 9, 11-13, 15, 17-22, 24-25, 28, 32-35	5
Producer	2, 6, 9, 13, 15, 17-20, 22, 24-25, 28, 32- 35	20
Producer	2, 6, 9, 13, 15, 17-20, 22, 24-25, 28, 32- 35	20

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alpha Kappa Alpha 3516 Horn Lake Road Memphis, Tennessee 38109 Phone : 901-360-1978 Mary Hines Manual Posting	N	0
2	American Advertising Federation - Memphis P.O. Box 11869 Memphis, Tennessee 38111 Phone : 901-310-5879 Email : aafmemphis@gmail.com Career Opportunities	N	0
3	Christian Brothers University 650 E. Parkway, South Memphis, Tennessee 38104 Phone : (901) 321-3330 Url : <a href="http://www.cbu.edu">http://www.cbu.edu</a> Email : crogers@cbu.edu Curt Rogers  Prong 2 Ended Date: 9/11/2020	N	0
4	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-679-6333 Career Development Office Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
5	Intracompany Transfer	N	3
6	Junior League of Memphis 3475 Central Ave Memphis, Tennessee 38111 Phone : 901-452-2151 Email : pat@jlmemphis.org Pat Pope	N	0
7	League of Women Voters of Memphis & Shelby County PO Box 383291 Memphis, Tennessee 38183 Phone : 901-327-6892 Email : League@LWVMemphisShelby.org Lucy Stansbury	N	0

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8	Lemoyne-Owen College 807 Walker Ave Memphis, Tennessee 38126 Phone : 901-942-7360 Denita Hedgeman Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
9	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
10	Memphis Chpt of Links 5140 Kirkcaldy Memphis, Tennessee 38128 Phone : 901-545-4236 Katherine Kirk Manual Posting	N	0
11	Memphis City Schools - Pupil Services 1266 Poplar Memphis, Tennessee 38104 Phone : 901-416-6284 Clark White Manual Posting	N	0
12	Memphis Works 4189 Leroy Memphis, Tennessee 38108 Phone : 901-767-0922 David Van Isaks Manual Posting	N	0
13	MIFA (Mphs Inter-Faith Assoc) P.O. Box 3130 Memphis, Tennessee 38173 Phone : 901-527-0208 Tom Webb Manual Posting	N	0

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14	Mississippi State Univ P.O. Box 5268 Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : <a href="http://www.career.msstate.edu/employers/">http://www.career.msstate.edu/employers/</a> Career Placement Officer Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
15	Mpact Memphis 506 S Main Memphis, Tennessee 38103 Phone : 901-528-8340 Career Assistance Manual Posting	N	0
16	NAACP - Memphis Branch 588 Vance Ave Memphis, Tennessee 38126 Phone : 901-521-1343 Email : <a href="mailto:nmemph1@comcast.net">nmemph1@comcast.net</a> Madeleine Taylor	N	0
17	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	0
18	National Coalition of 100 Black Women of Memphis P.O. Box 2131 Memphis, Tennessee 38101 Phone : 901-295-8086 Email : <a href="mailto:ncbwmemphisinfo@gmail.com">ncbwmemphisinfo@gmail.com</a> Katrina Thompson	N	0
19	National Council of Negro Women, Inc c/o Delores Burrows P.O.Box 901668 Memphis, Tennessee 38109 Phone : 901-573-4341 Email : <a href="mailto:malonembm@gmail.com">malonembm@gmail.com</a> Delores Burrows	N	0

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20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
21	Northwest Mississippi College 51 N. Panola Senatobia, Mississippi 38668 Phone : 662-560-4202 Email : asmith@northwestms.edu Ashton Smith	N	0
22	Operation Stalnd Down Memphis PO Box 11634 Memphis, Tennessee 38111 Phone : 901-527-0238 Email : osdm2010@gmail.com William Jones	N	0
23	Southwest Tennessee Community College- Careet Services 5983 Macon Cove Memphis, Tennessee 38134 Phone : 901-333-4180 Angela Banks Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
24	TN Dept of Employment Security 1295 Poplar Ave Memphis, Tennessee 38104 Phone : 901-543-7535 Raymond Neal Manual Posting	N	0
25	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : (760) 754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : info@tvjobs.com Career Services	N	0

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26	University of Memphis - Art Dept 201 Jones Hall Memphis, Tennessee 38152 Phone : 901-678-2216 Jed Jackson Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
27	University of Memphis - Career Svcs 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2239 Karen Hayes Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
28	University of Memphis - Comm & Fine Arts 232 Communication Fine Arts Bldg Memphis, Tennessee 38152-3200 Phone : 901-678-5118 Email : darant@memphis.edu Morgan Arant	Y	0
29	University of Memphis - Communications/Journalism 143 Teatre Comm Bldg. Memphis, Tennessee 38152 Phone : 901-678-2350 Roxanna Gee Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
30	University of Memphis - Engineering 201 Engineering Admin Building Memphis, Tennessee 38152 Phone : 901-678-2171 Professor Babajide Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0

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31	University of Memphis - Journalism 300 Meeman Building Memphis, Tennessee 38152 Phone : 901-678-2158 Kathleen Wickman Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
32	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Barabara Willis	N	0
33	WREG.com 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-297-6527 Url : www.wreg.com Email : DAVID.ROYER@wreg.com David Royer	N	0
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
35	YWCA of Greater Memphis 1044 Mississippi Blvd Memphis, Tennessee 38126 Phone : 901-948-8899 Career Services Manual Posting  Prong 2 Ended Date: 9/18/2020	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</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	4/1/2020	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-level positions, through various general outreach job banks such as the Tennessee Department of Employment Security.	1	
2	9/3/2020	Provision of training to management	The SEU 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 Chief Engineer General Sales Manager
3	2/23/2021	Participation in Job Fairs	The SEU participated virtually at the 2021 CBU Career & Internship Expo at Christian Brothers University. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	Creative Services Director News Director Director of Integrated Media General Sales Manager
4	3/18/2021	Participation in Job Fairs	The SEU participated at the Spring 2021 Virtual All Majors Career Fair at the University of Memphis. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Creative Service Director Director of Integrated Media