

**WSAV-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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	1-6, 8-12, 15-20, 22, 26-27, 29-30, 32-34, 36-38, 40, 42-43, 45-47, 51-56	15
Account Executive	1-6, 8-12, 15-20, 22, 26-27, 29-30, 32-38, 40, 42-43, 45-47, 51-56	34
Account Executive	1-6, 8-12, 15-20, 22, 26-27, 29-30, 32-38, 40, 42-43, 45-47, 51-56	15
Multimedia Journalist	1-6, 8-12, 14, 16-20, 22, 25-27, 29-30, 32-34, 36-38, 40-43, 45-48, 51-56	34
Account Executive	1-13, 16-22, 26-27, 29-34, 36-38, 40, 42-43, 45-47, 51-56	21
News Producer	1-13, 16-22, 26-34, 36-37, 40, 42-43, 45, 47, 49, 51-56	21
Engineer, Broadcast	1-13, 16-22, 26-27, 29-34, 36-37, 40, 42-43, 45-47, 49, 51-56	21
Newscast Director/Commercial Producer	1-2, 4-9, 11-13, 16-22, 26-30, 32-34, 36-37, 40, 42-43, 45-47, 51-56	21
Engineer, Broadcast	1-2, 4-9, 11-13, 16-22, 27-30, 32-34, 36-37, 40, 42-43, 45-47, 51-56	28
Digital Producer	1-2, 4-9, 11-13, 16-20, 22, 24, 26-30, 32-37, 40, 42-43, 45-47, 51-56	28
Digital MMJ	1-13, 16-20, 22, 26-27, 29-37, 40, 42-43, 45-47, 51-56	35
Production Technician PT	1-2, 4-9, 11-13, 16-20, 22, 26-27, 29-30, 32-34, 36-37, 40, 42-43, 45-47, 51-56	34
Digital MMJ	1-2, 4-9, 11-14, 16-20, 22, 26-27, 29-30, 32-37, 40-43, 45-47, 51-56	14
Sales Assistant	1-2, 4-9, 11-14, 16-22, 26-27, 29-30, 32-34, 36-37, 39-40, 42-43, 45-47, 50-56	21
Anchor-Weekend	23, 28, 34, 44, 49	28

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## 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
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Sandy Lizik	N	0
2	Alabama State University 915 South Jackons Street Department of Communications Montgomery, Alabama 36101 Phone : 334-229-4493 Email : dokeowo@alasu.edu Fax : 1-334-229-4976 Dept of Communications	N	0
3	Army Career Alumni Program 3rd Infantry Division Room 315 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Fax : 1-912-767-8689 Transition Services	N	0
4	Atlanta Association of Black Journalists Post Office Box 54128 Atlanta, Georgia 30309 Url : <a href="http://aabj.org/">http://aabj.org/</a> Email : <a href="mailto:aabj.org@gmail.com">aabj.org@gmail.com</a> Human Resources	N	0
5	Atlanta Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 404-929-0523 Url : <a href="http://www.atlantabroadcastinstitute.com/ask_thea">http://www.atlantabroadcastinstitute.com/ask_thea</a> Email : <a href="mailto:jeff@completegame.tv">jeff@completegame.tv</a> Jeff Batten	N	0
6	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Url : <a href="http://www.augustatech.edu/career_services.html#em">http://www.augustatech.edu/career_services.html#em</a> Email : <a href="mailto:dwendt@augustatech.edu">dwendt@augustatech.edu</a> Career Services	N	0

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7	Bates College Broadcast/Production Program 1101 South Yakima Avenue Tacoma, Washington 98405 Phone : 253-680-7754 Email : rrobinson@bates.ctc.edu R Robinson	N	0
8	Beaufort Workforce Center Post Office Drawer 1067 Beaufort, South Carolina 29906 Phone : 843-524-3351 Email : bphillips@sces.org Fax : 1-843-524-0904 Brent Phillips	N	0
9	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 770-534-6265 Url : <a href="http://intranet.brenau.edu/dnn/studentdevelopment/">http://intranet.brenau.edu/dnn/studentdevelopment/</a> Email : gbagel@brenau.edu George Bagel	N	0
10	Brewton Parker College US Highway 280 Mount Venon, Georgia 30445 Phone : 912-583-3219 Url : <a href="http://www.bpc.edu/studentlife/counseling/career.h">http://www.bpc.edu/studentlife/counseling/career.h</a> Fax : 1-912-583-4816 Career Services	N	0
11	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478-757-3431 Url : <a href="http://www.centralgatech.edu/studserv/career_servi">http://www.centralgatech.edu/studserv/career_servi</a> Email : jobsinc@centralgatech.edu Career Services	N	0
12	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-523-5148 Url : <a href="http://aucenter.experience.com/er/security/login">http://aucenter.experience.com/er/security/login</a> Email : cpcc@cau.edu Career Services	N	0

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13	Darton College 2400 Gillionville Road Albany, Georgia 31707 Phone : 229-317-6507 Url : <a href="http://www.darton.edu/career/jobad.php">http://www.darton.edu/career/jobad.php</a> Email : <a href="mailto:tracy.williams@asurams.edu">tracy.williams@asurams.edu</a> Tracy Williams	N	0
14	Educational Institution	N	4
15	Employee Referral	N	3
16	Fort Valley State College 1005 State University Drive Fort Valley, Georgia 31030 Phone : 478-825-6350 Url : <a href="http://www.fvsu.edu/campus_life/student_services/c">http://www.fvsu.edu/campus_life/student_services/c</a> Email : <a href="mailto:simmons@fvsu.edu">simmons@fvsu.edu</a> Romelda Simmons	N	0
17	Georgia Southern University Post Office Box 8104 Department of Human Resources Statesboro, Georgia 30460 Phone : 912-478-5197 Email : <a href="mailto:pgoodman@georgiasouthern.edu">pgoodman@georgiasouthern.edu</a> Pam Goodman	N	0
18	Goodwill Job Connection 5171 Eisenhower Parkway Macon, Georgia 31217 Phone : 912-373-7037 Url : <a href="http://goodwillsavannah.org/jobconnection/">http://goodwillsavannah.org/jobconnection/</a> Email : <a href="mailto:cbarnes@goodwillsavannah.org">cbarnes@goodwillsavannah.org</a> C Barnes	N	0
19	Hillside Chapel and Truth Center Organization 2450 Cascade Road SW Atlanta, Georgia 30311 Phone : 404-758-6811 Url : <a href="http://www.hillsidechapel.org/contactus.htm">http://www.hillsidechapel.org/contactus.htm</a> Email : <a href="mailto:mhillups@hillsidechapel.org">mhillups@hillsidechapel.org</a> Michael Hillups	N	0

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20	Hundred Black Men of Savannah Post Office Box 14606 Savannah, Georgia 31416 Phone : 866-560-8865 Url : <a href="http://www.100blackmensav.org/contact">http://www.100blackmensav.org/contact</a> Email : <a href="mailto:President@100BlackMenSav.org">President@100BlackMenSav.org</a> Lloyd Johnson	N	0
21	Indeed.com	N	9
22	Interdenominational Ministerial Alliance Post Office Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : <a href="mailto:holyspirit622@comcast.net">holyspirit622@comcast.net</a> Fax : 1-912-233-9694 James Nelson	N	0
23	Internal Promotion	N	1
24	Intracompany Transfer	N	1
25	Job/Bulletin Board	N	1
26	Journalism Jobs Post Office Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Email : <a href="mailto:contact@journalismjobs.com">contact@journalismjobs.com</a> Career Services	N	0
27	Klein College of Media and Communication Temple University 2020 N 13th Street Philadelphia, Pennsylvania 19122 Phone : 215-204-6501 Url : <a href="https://klein.temple.edu/">https://klein.temple.edu/</a> Email : <a href="mailto:kleincareers@temple.edu">kleincareers@temple.edu</a> Lu Ann Cahn	N	0
28	Linked In	N	6
29	NAACP 1204 Martin Luther King Jr. Blvd Savannah, Georgia 31405 Phone : 912-233-4161 Email : <a href="mailto:savnaacp1204@yahoo.com">savnaacp1204@yahoo.com</a> Fax : 1-912-233-3088 Carol Hunt	N	0

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30	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : hr@nab.org Jobs Listings	N	0
31	Nat'l Association of Black Journalist 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Fax : 1-301-314-1714 Jobs Listings	N	0
32	National Association of Broadcasting 1000 National Press Building Washington, District of Columbia Email : nahj@nahj.org Renee Wooldridge	N	0
33	Native American Journalist Association 395 W. Lindsey Street OU Gaylord College Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Email : RebeccaLandsberry@naja.com Fax : 1-405-325-6945 Rebecca Landsberry	N	0
34	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	15
35	Nexstar's Facebook Page	N	5
36	Office of Career and Professional Development 11935 Abercorn Street Savannah, Georgia 31405 Phone : 912-344-2563 Email : ocpdsav@georgiasouthern.edu Fax : 1-912-344-3475 Crystal Goode	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
37	Organization of Chinese Americans 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Email : tnguyen@ocanational.org T Nguyen	N	0
38	Penn State 503 Walker Building Department of Meteorology University Park, Pennsylvania 16802 Phone : 662-325-7952 Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	0
39	Professional/Industry Trade Organization	N	1
40	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : mamasky07@aol.com Gale Sky Edeawo	N	0
41	Re-hire	N	2
42	Savannah College of Art and Design PO BOX 3146 Career and Alumni Savannah, Georgia 31402 Phone : 912-525-5100 Url : <a href="http://scad-csm.symplicity.com/employers/">http://scad-csm.symplicity.com/employers/</a> Email : careers@scad.edu Jobs Listings	N	0
43	Savannah State University Post Office Box 20524 Savannah, Georgia 31404 Phone : 912-358-3128 Url : <a href="https://savannahstate-csm.symplicity.com/">https://savannahstate-csm.symplicity.com/</a> Email : rileys@savannahstate.edu Shaunce Riley	N	0
44	Social Media (Facebook & Twitter posts) 13 Broadcast Plaza SW Albuquerque, New Mexico 87104 Phone : 505-998-9539 Paulette Mastio Manual Posting	N	0

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45	SSU-Department of Mass Communications Post Office Box 20236 Savannah, Georgia 31404 Phone : 912.358.3376 Email : brownt@savannahstate.edu Fax : 1-912-358-3877 B Huiyans	N	0
46	The Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Fax : 1-317-846-9120 K Jones	N	0
47	Trident Technical College Post Office Box 10367 Charleston, South Carolina 29411 Phone : 843-574-6739 Email : <a href="mailto:randy.grimes@tridenttech.edu">randy.grimes@tridenttech.edu</a> Randy Grimes	N	0
48	TV News Check 24 W Lancaster Avenue Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : <a href="http://www.tvnewscheck.com">http://www.tvnewscheck.com</a> Patty Hersh Manual Posting	N	0
49	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Jobs Listings Manual Posting	N	0
50	TVJobs.com	N	1
51	University of Colorado Boulder Armory 1B16 478 UCB Boulder, Colorado 80309 Phone : 303-492-5480 Email : <a href="mailto:christine.mahoney@colorado.edu">christine.mahoney@colorado.edu</a> Christine Mahoney	N	0

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52	University of Georgia UGA Career Center 2nd Floor Clark Howell Hall Athens, Georgia 30602 Phone : 706-542-5032 Url : <a href="http://career.uga.edu/resources/">http://career.uga.edu/resources/</a> Email : <a href="mailto:career@uga.edu">career@uga.edu</a> Ryan Carthy	N	0
53	Urban League of Greater Atlanta 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Url : <a href="http://ulgatl.org/employment-career-services/emplo">http://ulgatl.org/employment-career-services/emplo</a> Email : <a href="mailto:aroberson@ulgatl.org">aroberson@ulgatl.org</a> Fax : 1-404-659-5326 Africa Roberson	N	0
54	Valdosta State University 1500 North Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5942 Url : <a href="http://www.collegecentral.com/valdosta">http://www.collegecentral.com/valdosta</a> Email : <a href="mailto:dlanthony@valdosta.edu">dlanthony@valdosta.edu</a> Darius Anthony	N	0
55	WUFT - University of Florida PO Box 118405 Gainesville, Florida 32611 Phone : 352-273-1223 Email : <a href="mailto:rbennett@jou.ufl.edu">rbennett@jou.ufl.edu</a> Randy Bennett	N	0
56	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>49</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	11/14/2019	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, sports and weather.</p> <p>The Station hosted one (1) intern, from Winthrop University, during the 2019 Summer Semester, one (1) intern, from Savannah State University, during the Fall Semester, and one (1) intern, from Georgia Southern University, during the Summer and Fall Semesters.</p>	3	Executive Producer Local Content Manager Digital Executive Producer