

WSAV-TV
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7, 9-10, 12-16, 18-23, 26-41, 43-44, 46-56	15
Engineer, Broadcast	2-7, 9, 12, 15, 18-20, 22-23, 26, 28, 30, 32-36, 39-40, 44, 47, 49-50, 52-53, 55- 56	15
Multimedia Journalist	2-7, 9, 12, 15, 18-20, 22, 26, 28, 30, 32- 36, 39-40, 42, 44, 47, 49-50, 52-53, 55- 56	15
Digital Producer	2-7, 9, 12, 18-20, 22-23, 26, 28, 30, 32- 36, 39-40, 42, 44, 47, 49-50, 52-53, 55- 56	23
Sales Assistant	1-10, 12-23, 26-29, 31-44, 46-50, 52-56	15
Anchor, Sports	1-10, 12-23, 26-44, 46-50, 52-56	23
Account Executive	2-7, 9, 12, 18-20, 22, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	30

The following Recruiting sources were deleted/date:

- #1/602 Communications – 12/17/2020
- #2/Alabama State University – 3/30/2021 (unsubscribed)
- #8/Beaufort Workforce Ctr – 12/17/2020
- #10/Brewton Parker College – 12/17/2020
- #13/Clark Atlanta University – 12/17/2020
- #14/Darton college – 12/17/2020
- #16/Fort Valley State college – 12/17/2020
- #17/Frances Marion College – 12/17/2020
- #21/hillside Chapel and Truth Center Org – 12/17/2020
- #27/Kennesaw State – 12/17/2020
- #29/Lander University – 12/17/2020
- #31/Morris College – 12/17/2020
- #37/Org of Chinese Americans – 12/17/2020
- #38/Penn State – 12/17/2020
- #41/SCBA – 12/17/2020
- #43/SC State University – 12/17/2020
- #46/Society of Broadcast Engineers – 12/17/2020
- #48/University of Colorado Boulder – 12/17/2020
- #54/Valdosta State University – 12/17/2020

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com and Indeed.com. Those resources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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Digital MMJ	2-7, 9, 12, 18-20, 22-23, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	23
Sales Assistant	2-7, 9, 12, 18-20, 22-23, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	23
News Producer	3-7, 9, 12, 18-20, 22-24, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	23
Reporter, Assignment & Field	3-7, 9, 12, 18-20, 22, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	36
News Producer	3-7, 9, 12, 18-20, 22-23, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	30
Reporter, Assignment & Field	3-7, 9, 12, 18-20, 22, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	30

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Account Executive	3-7, 9, 12, 18-20, 22-23, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	30
Producer, Promotions	3-7, 9, 12, 15, 18-20, 22-23, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	23
Multimedia Journalist	3-7, 9, 12, 18-20, 22, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	30
Engineer, Broadcast	3-7, 9, 12, 18-20, 22-23, 26, 28, 32-36, 39-40, 42, 44-45, 47, 49-50, 52-53, 55-56	23
Digital MMJ	3-7, 9, 12, 15, 18-20, 22, 26, 28, 30, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	30

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Sales Assistant	3-7, 9, 11-12, 18-20, 22-23, 26, 28, 32-36, 39-40, 42, 44, 47, 49-50, 52-53, 55-56	23
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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	602 Communications (121720) 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik@602communications.com Sandy Lizik	N	0
2	Alabama State University 033021 915 South Jackson Street Department of Communications Montgomery, Alabama 36101 Phone : 334-229-4493 Url : alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 Dept of Communications	N	0
3	Albany Technical College 1704 South Slappey Blvd Albany, Georgia 31707 Phone : 229-430-0516 Url : albanytech.edu Email : tdobbins@albanytech.edu Tammy Dobbins	N	0
4	Atlanta Association of Black Journalists Post Office Box 54128 Atlanta, Georgia 30309 Phone : 678-871-9153 Url : http://aabj.org/ Email : aabj.org@gmail.com Human Resources	N	0
5	Atlanta Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 404-929-0523 Url : http://www.atlantabroadcastinstitute.com/ask_thea Email : jeff@completegame.tv Jeff Batten	N	0
6	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4000 Url : http://www.augustatech.edu/career_services.html#em Email : dwendt@augustatech.edu Career Services	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
7	Bates College Broadcast/Production Program 1101 South Yakima Avenue Tacoma, Washington 98405 Phone : 253-680-7754 Url : batestech.edu Email : rrobinson@batestech.edu R Robinson	N	0
8	Beaufort Workforce Center Post Office Drawer 1067 Beaufort, South Carolina 29906 Phone : 843-524-3351 Brent Phillips Manual Posting	N	0
9	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 770-5540-2089 Url : http://intranet.brenau.edu/dnn/studentdevelopment/ Email : dpudenz1@brenau.edu Dana Pudenz	N	0
10	Brewton Parker College (121720) US Highway 280 Mount Venon, Georgia 30445 Phone : 912-583-3219 Url : http://www.bpc.edu/studentlife/counseling/career.h Email : brobinson1@bpc.edu Fax : 1-912-583-4816 Beverly Robinson	N	0
11	CareerBuilder.com	N	1
12	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478-757-3431 Url : http://www.centralgatech.edu/studserv/career_servi Email : jobsinc@centralgatech.edu Career Services	N	0
13	Clark Atlanta University (121720) 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-523-5148 Url : http://aucenter.experience.com/er/security/login Email : cpcc@cau.edu Career Services	N	0

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14	Darton College (121720) 2400 Gillionville Road Albany, Georgia 31707 Phone : 229-317-6507 Url : http://www.darton.edu/career/jobad.php Email : tracy.williams@asurams.edu Tracy Williams	N	0
15	Employee Referral	N	12
16	Fort Valley State College (121720) 1005 State University Drive Fort Valley, Georgia 31030 Phone : 478-825-6350 Url : http://www.fvsu.edu/campus_life/student_services/c Email : simmons@fvsu.edu Romelda Simmons	N	0
17	Frances Marion College (121720) Post Office Box 100547 Smith University Center STE. 210 Florence, South Carolina 29501 Phone : 843-661-1677 Email : jsmith@fmarion.edu Janice Smith	N	0
18	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org/jobs/post-a-position/ Email : gchapman@gab.org Garrett Chapman	N	0
19	Goodwill Job Connection 5171 Eisenhower Parkway Macon, Georgia 31217 Phone : 912-373-7037 Url : goodwillsega.org Email : mchampagne@goodwillsavannah.org Meredith Champagne	N	0
20	GSU Office of Career and Professional Development 11935 Abercorn Street Savannah, Georgia 31405 Phone : 912-344-2563 Email : ocpd@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
21	Hillside Chapel and Truth Center Organization (121720) 2450 Cascade Road SW Atlanta, Georgia 30311 Phone : 404-758-6811 Url : http://www.hillsidechapel.org/contactus.htm Email : mhillups@hillsidechapel.org Michael Billups	N	0
22	Hundred Black Men of Savannah Post Office Box 14606 Savannah, Georgia 31416 Phone : 866-560-8865 Url : http://www.100blackmensav.org/contact Email : President@100BlackMenSav.org Lloyd Johnson	N	0
23	Indeed.com	N	24
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 : http://www.journalismjobs.com Email : contact@journalismjobs.com Career Services	N	0
27	Kennesaw State (121720) 560 Parliament Garden Way NW Room 281, MD 0406 Kennesaw, Georgia 30144 Phone : 470-578-2513 Url : www.ncsc-ksu.org Email : mfoster@kennesaw.edu Mary Foster	N	0
28	Klein College of Media and Communication Temple University 2020 N 13th Street Philadelphia, Pennsylvania 19122 Phone : 215-204-6501 Url : https://klein.temple.edu/ Email : kleincareers@temple.edu Lu Ann Cahn	N	0

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29	Lander University (121720) 320 Stanley Avenue Greenwood, South Carolina 29646 Phone : 843-388-8971 Url : lander.edu Email : asmorgan@lander.edu Amanda Morgan	N	0
30	Linked In	N	30
31	Morris College (121720) 100 W College Street Sumter, South Carolina 29150 Phone : 803-934-3230 Url : morris.edu Email : jclayton@morris.edu Janet Smith-Clayton	N	0
32	NAACP 1204 Martin Luther King Jr. Blvd Savannah, Georgia 31405 Phone : 912-233-4161 Email : savnaacp1204@yahoo.com Fax : 1-912-233-3088 Carol Hunt	N	0
33	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5300 Email : hr@nab.org Jobs Listings	N	0
34	National Association of Broadcasting 1000 National Press Building Washington, District of Columbia Email : nahj@nahj.org Renee Wooldridge	N	0
35	Native American Journalist Association 395 W. Lindsey Street OU Gaylord College Norman, Oklahoma 73019-4201 Phone : 405-325-1649 Url : najanewsroom.com Email : RebeccaLandsberry@naja.com Fax : 1-405-325-6945 Rebecca Landsberry	N	0

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36	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
37	Organization of Chinese Americans (121720) 1322 18th Street NW Washington, District of Columbia 20036 Phone : 202-223-5500 Url : ocanational.org Email : tnguyen@ocanational.org T Nguyen	N	0
38	Penn State (121720) 503 Walker Building Department of Meterorology University Park, Pennsylvania 16802 Phone : 662-325-7952 Url : psu.edu Email : meteojobs@meteo.psu.edu Ginger Kowalchuk	N	0
39	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Url : project-welcomehome.com Email : mamasky07@aol.com Gale Sky Edeawo	N	0
40	Savannah College of Art and Design PO BOX 3146 Career and Alumni Savannah, Georgia 31402 Phone : 912-525-5100 Url : http://scad-csm.symplicity.com/employers/ Email : careers@scad.edu Jobs Listings	N	0
41	SCBA (121720) 2711 Middleburg Drive Suite 201 Columbia, South Carolina 29204 Phone : 803-732-1186 Url : scba.net Email : scba@scba.net Paula Thayer	N	0

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42	Soldiers for Life 640 William H. Wilson Ave Fort Stewart, Georgia 31314 Phone : 912-767-2234 Url : https://www.sfl-tap.army.mil/ Email : jessica.algarin-santiago.ctr@mail.mil Jessica Algarin-Santiago	N	0
43	South Carolina State University (121720) 300 College Street NE Orangeburg, South Carolina 29117 Phone : 803-536-7033 Url : scsu.edu Email : careercenter@scsu.edu Fax : 1-803-516-4679 Dwight Bailey	N	0
44	SSU-Department of Mass Communications Post Office Box 20236 Savannah, Georgia 31404 Phone : 912.358.3376 Url : savannahstate.edu Email : trammelj@savannahstate.edu Fax : 1-912-358-3877 Juliana Trammel	N	0
45	State/Local Employment Agency	N	1
46	The Society of Broadcast Engineers (121720) 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org Email : kjones@sbe.org 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 : randy.grimes@tridenttech.edu Randy Grimes	N	0

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48	University of Colorado Boulder (121720) Armory 1B16 478 UCB Boulder, Colorado 80309 Phone : 303-492-5480 Url : colorado.edu Email : christine.mahoney@colorado.edu Christine Mahoney	N	0
49	University of Georgia UGA Career Center 2nd Floor Clark Howell Hall Athens, Georgia 30602 Phone : 706-542-5032 Url : http://career.uga.edu/resources/ Email : career@uga.edu Ryan Carthy	N	0
50	University of South Carolina School of Journalism/Mass Communication 800 Sumter St. Room 118D Columbia, South Carolina 29208 Phone : 803-777-3347 Email : mudunuri@mailbox.sc.edu Shirisha Mudunuri	N	0
51	Urban League of Greater Atlanta 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Url : http://ulgatl.org/employment-career-services/emplo Email : vp@ulga-yp.org Fax : 1-404-659-5326 Brittany Marshall	N	0
52	USC Film and Media Studies 406 Welsh Humanities Office Bldg Columbia, South Carolina 29208 Phone : 803-777-2213 Url : sc.edu Email : coopermg@mailbox.sc.edu Mark Cooper	N	0
53	USO Pathfinders 1639 Gulick Avenue Building 703, Suite 100 Fort Stewart, Georgia 31314 Phone : 912-332-5488 Url : https://georgia.uso.org/fortstewart-transitions Email : mdmitrzak@uso.org Merri Dmitrzak	N	0

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54	Valdosta State University (121720) 1500 North Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5942 Url : http://www.collegecentral.com/valdosta Email : dlanthony@valdosta.edu Darius Anthony	N	0
55	WUFT - University of Florida PO Box 118405 Gainesville, Florida 32611 Phone : 352-273-1223 Email : rbennett@jou.ufl.edu Randy Bennett	N	0
56	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			72

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	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 Georgia Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	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. The Station hosted 2 interns, from SCAD University during the 2021 Summer Semester.	3	Production Manager Creative Services Director Commercial Producer
3	11/10/2021	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.	6	Business Administrator News Director Creative Services Director General Sales Manager