

WSAV-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Multimedia Journalist	1-12, 14, 16-18, 20, 22-23, 25-26, 29-35, 37-40, 42-43, 47-48, 53-56	35
Director	1-12, 14, 16-18, 20-26, 29-33, 35, 37-40, 42-43, 45, 47-51, 53-57	16
News Producer	1-12, 14, 16-18, 20-23, 25, 29-33, 35, 37-40, 42-43, 47-48, 53-56	16
Digital Sales Manager	1-12, 14, 17-18, 20-23, 25, 29-33, 35, 37-40, 42-43, 47-48, 53-56	35
Reporter, Assignment & Field	1-6, 8-12, 17-18, 20-23, 25-26, 29-33, 35, 37-43, 47-49, 53-57	41
Anchor-Weekend	1-2, 4-5, 8, 18, 20-23, 25-26, 29-33, 35, 38-39, 47-48, 54, 56-57	35
Account Executive	1-6, 8-12, 16-18, 20-23, 25-26, 29-33, 35, 37-38, 40, 42-43, 47-48, 53-57	35
Reporter, Assignment & Field	1-6, 8-12, 16-18, 20-23, 25-26, 29-33, 35, 37-40, 42-43, 47-48, 53-57	35
Producer, Promotions	1-6, 8, 10-13, 17-18, 20-23, 25-26, 29-33, 35, 37-40, 42-43, 46-49, 52-57	35
Multimedia Journalist	2-6, 8-12, 17-18, 20-23, 25-26, 29-33, 35, 37-40, 42-43, 47-49, 53-57	35
Graphic Artist	1-6, 8, 10-12, 16-18, 20-23, 25-26, 28-33, 35, 37-44, 47-49, 53-57	28
News Producer	1-6, 8, 10-12, 17-18, 20-23, 25-26, 29-33, 35, 37-38, 40, 42-43, 47-48, 51, 53-57	35
Multimedia Journalist	1-2, 4-5, 8, 18, 20-23, 25-26, 29-33, 35, 38, 47-48, 51, 54, 56-57	35
Weekend Sports Anchor	1-6, 8, 10-12, 15-18, 20-23, 25-26, 29-33, 35, 37-38, 40, 42-43, 47-48, 51, 53-57	35
Meteorologist	1-6, 8-12, 14, 16-18, 20, 22-23, 25-27, 29-33, 35, 37, 39-40, 42-43, 47-48, 51, 53-57	35
Receptionist	1-6, 8-12, 17-18, 20, 22-27, 29-33, 35, 37, 40, 42-43, 47-48, 51, 53-57	35

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-6, 8-12, 16-18, 20, 22-23, 25-27, 29-33, 35, 37-40, 42-43, 45, 47-48, 51, 53-57	16
News Producer	1-6, 8-12, 17-18, 20, 22-23, 25-27, 29-33, 35, 37-40, 42-43, 45, 47-48, 51, 53-57	35
News Producer	1-6, 8-12, 15-18, 20, 22-27, 29-33, 35, 37-38, 40, 42-43, 45, 47-48, 51, 53-54, 56-57	16
News Producer	1-6, 8-12, 14, 17-18, 20, 22-23, 25-33, 35-38, 40, 42-43, 45, 47-48, 51, 53-57	35
Photojournalist	1-6, 8-12, 17-20, 22-23, 25-27, 29-30, 32-33, 35-40, 42-43, 45, 47-49, 51, 53-57	36

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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 : 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 Url : http://www.augustatech.edu/career_services.html#em Email : dwendt@augustatech.edu 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 : rrobins@bates.ctc.edu R Robins	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 : http://intranet.brenau.edu/dnn/studentdevelopment/ Email : gbagel@brenau.edu George Bagel	N	0
10	Brewton Parker College US Highway 280 Mount Venon, Georgia 30445 Phone : 912-583-3219 Url : http://www.bpc.edu/studentlife/counseling/career.h 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 : http://www.centralgatech.edu/studserv/career_servi 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 : http://aucenter.experience.com/er/security/login Email : cpcc@cau.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
13	College of Charleston 66 George Street Lightsey Center, Room #216 Charleston, South Carolina 29424 Phone : 843-805-5507 Jobs Listings Manual Posting	N	1
14	Darton College 2400 Gillionville Road Albany, Georgia 31707 Phone : 229-317-6449 Url : http://www.darton.edu/career/jobad.php Email : gloria.ridgeway@darton.edu Gloria ridgeway	N	0
15	Educational Institution	N	2
16	Employee Referral	N	15
17	Fort Valley State College 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
18	Georgia Southern University Post Office Box 8104 Department of Human Resources Statesboro, Georgia 30460 Phone : 912-478-5197 Email : pgoodman@georgiasouthern.edu Pam Goodman	N	0
19	GlassDoor	N	1
20	Goodwill Job Connection 5171 Eisenhower Parkway Macon, Georgia 31217 Phone : 912-373-7037 Url : http://goodwillsavannah.org/jobconnection/ Email : cbarnes@goodwillsavannah.org C Barnes	N	0
21	Hearst Television 214 North Tryon Street 29th Floor Charlotte, North Carolina 28202 Email : htv.careers@hearst.com Career Services	N	0

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22	Hillside Chapel and Truth Center Organization 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
23	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
24	Indeed.com	N	6
25	Interdenominational Ministerial Alliance Post Office Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : holyspirit622@comcast.net Fax : 1-912-233-9694 James Nelson	N	0
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	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
28	Linked In	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	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
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 : 972-373-8800 Url : www.nexstar.tv/careers Susan Ellenberg Manual Posting	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
35	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	46
36	Nexstar's Facebook Page	N	2
37	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
38	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
39	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
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 : http://scad-csm.symplicity.com/employers/ Email : careers@scad.edu Jobs Listings	N	0

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43	Savannah State University Post Office Box 20524 Savannah, Georgia 31404 Phone : 912-358-3128 Url : https://savannahstate-csm.symplicity.com/ 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
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	Syracuse University 215 University Place Syracuse, New York 13244 Phone : 315-443-1209 Url : www.syracuse.edu Brittany Wallace Manual Posting	N	0
47	The Society of Broadcast Engineers 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
48	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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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 : christine.mahoney@colorado.edu Christine Mahoney	N	0
52	University of Florida Post Office Box 118400 Gainesville, Florida 32611 Phone : 352-392-0500 K Graham Manual Posting	N	0
53	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
54	Urban League of Greater Atlanta 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Url : http://ulgatl.org/employment-career-services/emplo Email : aroberson@ulgatl.org Fax : 1-404-659-5326 Africa Roberson	N	0
55	Valdosta State University 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

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56	WUFT - University of Florida PO Box 118405 Gainesville, Florida 32611 Phone : 352-273-1223 Email : rbennett@jou.ufl.edu Randy Bennett	N	0
57	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			80

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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	12/13/2017	Participation in other activities designed by the station employment unit	The Station hosted the Jenkins Senior High School Senior Journalism Class. During that even, students were able to shadow station personnel, undertaking both administrative and operational duties, and ask questions/seek comments.	3	News Director Anchor Meteorologist
2	3/19/2018	Establishment of an intern program designed to assist members of the community	The Station hosted two (2) inters, from the Savannah State University and the Calvary Day School, during the 2018 Spring Semester, and one (1) intern, from the University of Georgia, during the 2018 Summer Semester.	3	Marketing Director Creative Editor Director
3	5/21/2018	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.	4	News Director Chief Meteorologist Meteorologist Meteorologist
4	8/6/2018	Participation in job banks, internet programs and other programs designed to promote outreach	The Stations posts ALL job vacancies with various non-vacancy specific job banks including Army Career Alumni, Goodwill Industries and The Urban League of Greater Atlanta.	10	