

**WATE-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2017 - March 31, 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
Photojournalist	7, 10, 30	30
Account Executive	1-6, 8-9, 12-13, 15-19, 21-22, 25-30, 32	19
Local Sales Manager	1-9, 12-13, 15-19, 21-23, 25-30, 32	16
Integrated Digital Specialist	1-9, 12-18, 21-22, 24-30, 32	7
Local Sales Assistant	1-6, 8-10, 12-13, 15-19, 21-22, 24-30, 32	10
Digital Sales Manager	1-6, 8-9, 12-19, 21-22, 24-30, 32	14
Photojournalist	1-6, 8-9, 12-13, 15-19, 21-22, 24-28, 30, 32	30
Research Coordinator	1-6, 8-13, 15-19, 21-22, 24-28, 30, 32	11
Account Executive	1-6, 8, 10-13, 15-22, 24-28, 30, 32	11
Photographer	1-8, 10, 12-13, 15-22, 24-28, 30, 32	19
Traffic Coordinator	1-6, 8, 10, 12-13, 15-22, 24-28, 30, 32	10
Director, Digital Media & Operations	1-4, 6-8, 10, 12-13, 15-22, 24-28, 30, 32	10
Digital Producer, Web	1-4, 6-8, 12-20, 22, 24-25, 27-28, 30-32	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 State University P.O. Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Email : etucker@alasu.edu Ella Tucker	N	0
2	Broadcast Image Group 200 East Grayson Street, Suite 116 San Antonio, Texas 78215 Larry Rickel Manual Posting	N	0
3	Carson Newman College 2130 Branner Avenue Jefferson City, Tennessee 37760 Phone : 865-471-2000 Email : dnewman@cn.edu Donnie Newman	Y	0
4	Corporate Connections 600 Henley Street Suite 312 Knoxville, Tennessee 37996 Phone : 865-594-6720 Email : jonest@utk.edu Tina Jones	Y	0
5	East Tennessee State University Dept. of Communication P.O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-1000 Email : langes@etsu.edu Shara Lange	N	0
6	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
7	Employee Referral	N	8
8	Employer Support of the Guard and Reserve 3041 Sidco Drive Nashville, Tennessee 37204 Email : douglas.b.gilbert4.ctr@mail.mil Doug Gilbert	Y	0

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9	Green Hills Learning Center 1928 Natchez Ave #1800 Knoxville, Tennessee 37915 Phone : 865-523-1688 Email : ghlearningctr@bellsouth.net Kimberly Fowler	Y	0
10	Indeed.com	N	11
11	Internal Promotion	N	2
12	ITT Technical Institute 9123 Executive Park Drive Knoxville, Tennessee 37923 Phone : 865-342-2300 Email : dhowell@itt-tech.edu Donna Howell	Y	0
13	Knoxville Area Urban League 1514 East Fifth Avenue Knoxville, Tennessee 37917 Phone : 865-524-5511 Email : info@thekaul.org Bill Myers	N	0
14	Linked In	N	3
15	Maryville College Center for Calling and Career 502 East Lamar Alexander Pkwy Maryville, Tennessee 37804 Phone : 865-981-8220 Email : ccc@maryvillecollege.edu Christy McDonald	N	0
16	Media General Careers Website 333 E. Franklin Street Richmond, Virginia 23219 Phone : 8656376666 Url : www.mediageneral.com/careers Susan Ellenburg Manual Posting	N	4
17	Medialine 1209 Wood Valley Road August, Georgia 30909 Url : www.medialine.com Rich Everitt Manual Posting	N	0

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18	NAACP of Oak Ridge P.O. Box 6165 Oak Ridge, Tennessee 37831 Phone : online Email : waltergho@aol.com Walter Ghosten	Y	0
19	Nexstar Careers 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 865-637-6666 Url : <a href="http://www.nexstar.tv/careers/">http://www.nexstar.tv/careers/</a> Susan Ellenburg Manual Posting	N	22
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
21	Pellissippi State Technical Community College 10915 Hardin Valley Rd. P.O. Box 22990 Knoxville, Tennessee 37933 Phone : 865-694-6400 Email : ccarson@pstcc.edu Carolyn Carson	Y	0
22	South College 3904 Lonas Drive Knoxville, Tennessee 37909 Phone : 865-524-3043 Email : gtaylor@southcollegetn.edu Gary Taylor	N	0
23	Spots n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Emily McKay Manual Posting	N	1
24	Tennessee Career Center Knoxville 1610 University Ave. Knoxville, Tennessee 37921 Phone : 865-594-5500 Email : ray.abbas@tnccknnox.org Ray Abbas	Y	0

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25	Tennessee Career Center Maryville 366 Glascock Street Suite 100 Alcoa, Tennessee 37701 Phone : 865-379-5525 Email : cflowers@ethra.org Cheryl Flowers	Y	0
26	Tennessee Department of Labor & Workforce Development Labor and Workforce Development – Career Center 2700 Middlebrook Pike, 1st Floor Knoxville, Tennessee 37921 Phone : 865-594-0165 Url : <a href="http://www.jobs4tn.gov">http://www.jobs4tn.gov</a> Email : ginger.armstrong@state.tn.us Ginger Armstrong	N	0
27	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
28	University of TN Dept. of Journalism and Electronic Media 333 Communications Building Knoxville, Tennessee 37996 Phone : 865-974-5155 Email : dnd330@utk.edu Deborah Douglas	Y	0
29	Wallace Memorial Baptist Church 701 Merchant Drive Knoxville, Tennessee 37912 Phone : 865-688-7270 Email : kwilliams@wmbc.net Kent Williams	Y	0
30	WATE-TV 1306 N Broadway St Knoxville, Tennessee 37917 Phone : 865-633-6909 Url : <a href="http://wate.com/">http://wate.com/</a> Tim Cooley Manual Posting	N	5

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31	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
32	YWCA of Knoxville 420 West Clinch Ave. Knoxville, Tennessee 37902 Phone : 865-523-6126 Email : jrothery@ywcaknox.com JoAnn Rothery	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>56</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	5/15/2017	Establishment of an intern program designed to assist members of the community	WATE-TV partners with area colleges and universities in a program designed to give students applicable career experience. Participation for the period covered in this report was 22 students. These students worked in the departments of News, Sports, Production, Creative Services, Digital Media, or Sales depending upon the student's specific area of study. These interns represented the following schools: University of Tennessee, Middle Tennessee State University, Pellissippi State Technical Community College, University of the Cumberlands, and St. Mary's College of Notre Dame.	6	Creative Services Director Production Manager Executive Producer Digital Director
2	9/27/2017	Participation in events or programs sponsored by educational institutions	Guest speaking engagement at the University of Tennessee to senior level broadcast journalism students about television management, news, programming, and job opportunities in broadcasting.	2	News Director Director of Programming & Community
3	10/25/2017	Participation in Job Fairs	Station personnel from News, Production, Creative Services, and Community Relations attended the University of Tennessee College of Communication & Information Job & Internship Fair. Approximately 200 college students attended the event. Students were advised about internship opportunities and job/internship applications were accepted from students.	3	Creative Services Director Director of Programming & Community Production Manager Executive Producer

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4	10/26/2017	Participation in events sponsored by community groups	WATE participated in the Blount County Career Exploration Fair at the National Guard Armory in Maryville. More than 1,300 8th grade students from Alcoa, Maryville and Blount County schools were in attendance. This event was established to give students an up-close, hands-on look at different careers, so they can begin thinking about their future now! As workforce development continues to be of utmost importance to Blount County – the Blount Partnership is trying to work at every angle to draw workers to our local industries.	1	Meteorologist
5	2/15/2018	Participation in events or programs sponsored by educational institutions	Station personnel from News, Creative Services, and Community Relations attended the 2018 Knox County Schools Career Day. The career day is open to all 8th-12th grade students in Knox County and their parents or guardians. Attendance was around 2000 people and included students from 14 middle schools and various high schools. Careers in television and the education/training required for each were topics of discussion with students visiting the booth.	5	Creative Services Director Director of Programming & Community Meteorologist Anchor/Reporter
6	2/28/2018	Provision of training to management	All station management personnel participated in a harassment and discrimination prevention training module.	9	General Manager News Director General Sales Manager Production Manger