

WJBF-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 |
|------------------------------------|--|-----------------------|
| Assoc Producer-JBF REQ 7655 | 2-14, 16-28, 30-31, 34-38 | 10 |
| Senior News Producer-WJBF Req 7795 | 1-38 | 10 |

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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 | Albany State College 504 College Dr Albany, Georgia 31710 Phone : 229-430-4920 Email : correcia.edmondson@asurams.edu Fax : 1-229-430-2867 Jobs Listings | N | 0 |
| 2 | Albany State University 504 College Drive Albany, Georgia 31701 Phone : 229-430-4646 Url : http://www.asurams.edu Email : careers@asurams.edu Virginia Stewart | N | 0 |
| 3 | Allen University 1530 Harden St Columbia, South Carolina 29204 Phone : 803-376-5758 Email : humanresources@allenuniversity.edu Arnett Hall | N | 0 |
| 4 | Annenberg School for Communications 3502 Watt Way Ste 140 Los Angeles, California Phone : 213-740-5297 Url : http://www.annenberg.usc.edu Email : suzannea@usc.edu Jobs Listings | N | 0 |
| 5 | Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4000 Email : dwendt@augustatech.edu Donna Wendt | N | 0 |
| 6 | BEA Website 1711 N Street, NW Washington, District of Columbia 20036 Phone : 202-602-0587 Url : http://www.beaweb.org/wp/ Fax : 1-202-609-9940 Traci Bailey | N | 0 |

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|-----------|--|---|--|
| 7 | Chinese Consolidated Assoc 548 Walker St Augusta, Georgia 30901 Phone : 706-250-0683 Email : ccbaaugusta@gmail.com Jobs Listings | N | 0 |
| 8 | Clemson University Box 344007 Clemson, South Carolina Phone : 864-656-2000 Url : http://www.clemson.edu Email : jpatte4@clemson.edu Jobs Listings | N | 0 |
| 9 | Devry University 250 North Arcadia Avenue Decatur, Georgia 30030 Phone : 404-292-7900 Url : http://www.myinterfase.com/hiredevry Email : kdenenberg@devry.edu Andrew Jeon | N | 0 |
| 10 | Employee Referral | N | 8 |
| 11 | Entertainment Employment Journ PO Box 60163 Corpus Christi, Texas 78472 Phone : 316-986-0118 Url : http://www.eej.com Jobs Listings Manual Posting | N | 0 |
| 12 | GA Assoc of Broadcasters 8046 Roswell Road Ste 100A Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Jobs Listings Manual Posting | N | 0 |
| 13 | GA Dept of Labor 601 Greene St Augusta, Georgia 30903 Phone : 706-721-3131 Email : augusta_cc@gdol.ga.gov Michael Armstrong | N | 0 |

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|-----------|--|---|--|
| 14 | Georgia Department of Veteran Services Floyd Veterans Memorial Building Suite E-970 Atlanta, Georgia Phone : 404-656-2300 Email : gavetsvc@vs.state.ga.us Jobs Listings | N | 0 |
| 15 | Georgia Southern University Landrum PO Box 8104 Statesboro, Georgia 30460 Phone : 912-478-5468 Fax : 1-912-478-0325 Rosenwald Building | N | 0 |
| 16 | Georgia State University 33 Gilmer St SE Atlanta, Georgia 30303 Phone : 404-413-2000 Belinda Lindsey Manual Posting | N | 0 |
| 17 | Goodwill Career Center 3120 Peach Orchard Rd Augusta, Georgia 30906 Phone : 706-790-8500 Fax : 1-706-772-9045 Marcell Margaret | N | 0 |
| 18 | NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : http://broadcastcareerlink.nabef.org/employers Email : nmann@nab.org Nate Mann | N | 0 |
| 19 | National Council of LaRaza 1126 16th St NW Washington, District of Columbia 20036 Phone : 202-785-5993 Url : http://www.nclr.org Email : hrmail@nclr.org Fax : 1-202-776-1792 Janet Murquia | 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 | 0 |
| 21 | Savannah Technical College 5717 White Bluff Road Savannah, Georgia 31405 Phone : 912-443-5880 Url : http://www.savannahtech.edu/ Connie Ellis Manual Posting | N | 0 |
| 22 | SC Employment Security Comm 1571 Richland Ave E Aiken, South Carolina 29801 Phone : 803-6411065 Url : http://www.scworks.org Email : sheadrick@dew.sc.gov Fax : 1-803-641-7241 Jobs Listings | N | 0 |
| 23 | SC State Conference-NAACP PO Box 1148 Columbia, South Carolina 29202 Phone : 803-754-4584 Email : info@scnaacp.org Dwight Jones | N | 0 |
| 24 | SC State University PO Box 7068 Orangeburg, South Carolina 29117 Phone : 803-533-3995 Email : jobs@scsu.edu Joseph Thomas | N | 0 |
| 25 | Southern Univ & A&M College PO Box 9820 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Email : careerservices@subr.edu Tamara Montgomery | N | 0 |

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|-----------|--|---|--|
| 26 | UGA Career Center 825 Lumpkin St Athens, Georgia 30602 Phone : 706-542-8429 Url : http://career.uga.edu/hireuga/contact Email : career@uga.edu Fax : 1-706-542-8431 Leann Colob | N | 0 |
| 27 | University of Florida PO Box 118505 Gainesville, Florida 32611 Phone : 352-392-1601 Url : http://www.crc.usf.edu Email : hrccommunications@ufl.edu Phyllis Pema | N | 0 |
| 28 | University Of Missouri Columbia MO, Missouri 65211 Phone : 573-882-7701 Url : https://app.joinhandshake.com Diane Felton Manual Posting | N | 0 |
| 29 | University of NC Campus Box 5140 Haynes Hall Chapel Hill, North Carolina 27599 Phone : 919-843-9886 Fax : 1-919-962-2658 Kelly Kosuda | N | 0 |
| 30 | University of SC 6th Fl-H William Close Bldg Columbia, South Carolina 29208 Phone : 803-777-7280 Url : http://www.sccp.sc.edu Email : uscjobs@sc.edu Michael Cantelmi | N | 0 |
| 31 | University of SC-Aiken 171 University Pkwy Aiken, South Carolina 29803 Phone : 803-641-3280 Url : https://app.joinhandshake.com Corey Feraldi Manual Posting | N | 0 |

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|------------------|--|--|---|
| 32 | Valdosta State College 1500 N Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5709 Url : http://www.valdosta.edu Fax : 1-229-259-5030 Jobs Listings | N | 0 |
| 33 | Veterans Employment and Training 61 Forsyth St SW Suite 6T85 Atlanta, Georgia 30303 Phone : 404-562-2313 Url : http://www.dol.gov/vets/ Email : augustacc@dol.state.ga.us Fax : 1-706-721-5038 William Bolls | N | 0 |
| 34 | Veterans Empowerment Organization of Georgia 1599 Memorial Drive SE Suite E-7 Atlanta, Georgia 30317 Phone : 404-451-5117 Url : http://www.veteransempowerment.org/ Email : joann@veteransempowerment.org Wayne Lewis | N | 0 |
| 35 | Vietnam Veterans of America 1760 Rogers Ave SW Atlanta, Georgia 30310 Phone : 770-896-9586 Email : vvachapter883@yahoo.com Edison McGhee | N | 0 |
| 36 | Vorhees College PO Box 678 Denmark, South Carolina 29042 Phone : 803-780-1234 Email : humanresources@voorhees.edu Jobs Listings | N | 0 |
| 37 | West Georgia College 355 Parker Hall Carrollton, Georgia 30118 Phone : 678-839-6431 Email : vhardin@westga.edu Fax : 1-678-839-6432 Vicki Hardin | N | 0 |

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|--|--|--|---|
| 38 | 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: | | | 8 |

WJBF-TV

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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 | 1/11/2018 | Participation in events or programs sponsored by educational institutions | The Station participated at the Youth Leadership Columbia County Media Marketing Day where Station personnel spoke about career paths and job requirements. | 4 | News Operations Manager Local Sales Manager News Executive Producer Manager Director of Revenue Sales |
| 2 | 2/8/2018 | Participation in events or programs sponsored by educational institutions | Station personnel participated at the Aiken County Career and Technology Center Career Fair, where they acted as mock interviewers and provided feedback to participating students. | 1 | Dir. of Digital Journalism & Content |
| 3 | 2/9/2018 | Participation in events sponsored by community groups | The Station participated at the Georgia Association of Broadcast/University of Georgia job fair. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry. | 3 | Dir of Digital Journalism & Content Local Sales Manager Director of Revenue, Sales |
| 4 | 7/9/2018 | 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. The station hosted one (1) intern from Georgia Southern University, one (1) intern from Clark Atlanta Georgia University, one (1) intern from Morehouse College, one (1) intern from Augusta Georgia University during the 2018 Summer Semester; one (1) intern from the University of South Carolina-Aiken during the 2018 Fall Semester. | 2 | News Operations Manager Production Supervisor |
| 5 | 10/26/2018 | Participation in events or programs sponsored by educational institutions | The Station participated at the Georgia Southern University Multi-Media Journalist/Multi-Media Field Production Festival where Station personnel spoke about career paths and job requirements. | 1 | News Operations Manager |