

# WOBC, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP

## EEO PUBLIC FILE REPORT

June 1, 2020 - May 31, 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Anchor / Producer	1-3, 6-19, 21-23, 25-26, 28, 31-38, 40-47, 49-52	31
Multi - Media Account Manager	4-5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	30
Multi - Media Account Manager	4-5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	24
Integrated Digital Specialist	4-5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	11
Assignment Editor / Digital Content Producer	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	24
Assignment Editor / Digital Content Producer	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	11
Photojournalist	5, 7, 11, 20-22, 24, 28-30, 32, 34-35, 37-39, 42, 44-46, 48-52	24
Promotions Producer	5, 7, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	49
Sports Multimedia Journalist	4-5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	11
Bilingual Reporter / MMJ	5, 7, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	30
Lifestyle Coordinator	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	30
Digital Sales Assistant	4-5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	30
Reporter	5, 7, 16, 20-22, 24, 27-30, 32, 34-39, 42, 44-46, 48-52	27
National Sales Assistant	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-35, 37-39, 42, 44-46, 48-52	30
Lifestyle Coordinator/Producer	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	30
Digital Content Producer	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-35, 37-39, 42, 44-46, 48-52	30
Lifestyle Videographer / Editor	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	24
Photojournalist	5, 7, 11, 16, 20-22, 24, 28-30, 32, 34-39, 42, 44-46, 48-52	49

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Aquinas College Hruby Hall 1607 Robinson Road SE Grand Rapids, Michigan 49506 Phone : 616.632.2902 Url : <a href="http://www.aquinas.edu">http://www.aquinas.edu</a> Fax : 1-616-732-4435 Sharon Smith	N	0
2	Benchmark Human Services 8515 Bluffton Road Ft. Wayne, Indiana 46809 Phone : 877.319.9669 Url : <a href="http://www.benchmarkhs.com">www.benchmarkhs.com</a> Email : <a href="mailto:lrector@awsusa.com">lrector@awsusa.com</a> Fax : 1-260-444-0006 Lisa Rector  Prong 2 Ended Date: 6/17/2020	N	0
3	Broadcast & Cinematic Arts 340 Moore Hall Central Michigan University Mt. Pleasant, Michigan 48859 Phone : 989.774.7279 Url : <a href="http://www.cmich.edu">http://www.cmich.edu</a> Email : <a href="mailto:kalis1m@cmich.edu">kalis1m@cmich.edu</a> Michelle Kalisek  Prong 2 Ended Date: 6/17/2020	N	0
4	CareerBuilder.com	N	5
5	Central Michigan University 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989.774.3068 Url : <a href="http://www.cmu.edu">http://www.cmu.edu</a> Email : <a href="mailto:careers@cmich.edu">careers@cmich.edu</a> Career Services	N	0

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6	City of Pentecost Job Placement Center 3075 30th Street SW Grandville, Michigan 49418 Phone : 616.730.1775 Email : cop.workforce@gmail.com James McKinney  Prong 2 Ended Date: 6/17/2020	N	0
7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : info@michaelsmedia.com Michael Bille	N	0
8	Concerned Citizens Council 2645 Capilano Dr. SE Grand Rapids, Michigan 49546 Phone : 616.318.5754 Email : wdon9980@gmail.com Don Williams, Sr.  Prong 2 Ended Date: 6/17/2020	N	0
9	Cornerstone University 1001 East Beltline NE Corum Student Union, 2nd Floor Grand Rapids, Michigan 49525 Phone : 616.222.1433 Url : http://www.cornerstone.edu Fax : 1-616-222-1434 Sue Yerke	N	0

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10	Davenport University Career Services 6191 Kraft Ave SE Grand Rapids, Michigan 49512 Phone : 616.554.5394 Url : <a href="http://www.davenport.edu">http://www.davenport.edu</a> Email : <a href="mailto:grcs@davenport.edu">grcs@davenport.edu</a> Fax : 1-616-554-5394 Gail Beausoleil	N	0
11	Employee Referral	N	19
12	Ferris State University 1201 S. State St. Big Rapids, Michigan 49307 Phone : 231.591.2000 Url : <a href="http://www.ferris.edu">http://www.ferris.edu</a> Email : <a href="mailto:clacs@ferris.edu">clacs@ferris.edu</a> Barbara Renne  Prong 2 Ended Date: 6/17/2020	N	0
13	Gerald R. Ford Job Corps Center 110 Hall Street SE Grand Rapids, Michigan 49507 Phone : 6169653862 Url : <a href="http://www.jobcorpsnews.org/author/geraldrford">www.jobcorpsnews.org/author/geraldrford</a> Email : <a href="mailto:hampton.monique@jobcorps.org">hampton.monique@jobcorps.org</a> Monique Hampton  Prong 2 Ended Date: 6/17/2020	N	0
14	Goodwill Industries 750 First St NW Grand Rapids, Michigan 49504 Phone : 616.532.4200 Email : <a href="mailto:rpranger@goodwillgr.org">rpranger@goodwillgr.org</a> Rich Pranger  Prong 2 Ended Date: 6/17/2020	N	0

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15	Goodwill Industries of Greater Grand Rapids 455 Grand Avenue NE Grand Rapids, Michigan 49503 Phone : 616.532.4200 Url : <a href="http://www.goodwillgr.org">www.goodwillgr.org</a> Email : <a href="mailto:tcalcagno@goodwillgr.org">tcalcagno@goodwillgr.org</a> Tony Calcagno  Prong 2 Ended Date: 6/17/2020	N	0
16	GR Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616-245-2207 Url : <a href="http://grurbanleague.org">http://grurbanleague.org</a> Fax : 1-616-245-7026 Job Listing	N	0
17	Grand Rapids Community College 143 Bostwick Ave NE Career Center, 3rd Floor, Room 336 Grand Rapids, Michigan 49503 Phone : 616.234.3891 Url : <a href="http://www.grcc.edu">http://www.grcc.edu</a> Fax : 1-616-234-3546 Paul Phifer	N	0
18	Grand Rapids First Church 2100 44th St. SW Wyoming, Michigan 49509 Phone : 616.531.2100 Email : <a href="mailto:judyp@grandrapidsfirst.org">judyp@grandrapidsfirst.org</a> Judy Pepple  Prong 2 Ended Date: 6/17/2020	N	0

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19	Grand Rapids Press 155 Michigan NW Grand Rapids, Michigan 49503 Phone : 616.222.5529 Mary DeRade Manual Posting	N	0
20	Grand Valley State University 1 Campus Drive Allendale, Michigan 49401 Phone : 616.331.8174 Url : <a href="http://www.gvsu.edu">http://www.gvsu.edu</a> Email : <a href="mailto:okellyle@gvsu.edu">okellyle@gvsu.edu</a> Len O'Kelly	N	0
21	Hispanic Center 1204 Grandville Ave SW Grand Rapids, Michigan 49503 Phone : 616-742-0200 Url : <a href="http://www.hispanic-center.org">http://www.hispanic-center.org</a> Email : <a href="mailto:eesparza@hispanic-center.org">eesparza@hispanic-center.org</a> Fax : 1-616-742-0205 Evelyn Esparza-Gonzalez	N	0
22	Holland Sentinel 54 West 8th Holland, Michigan 49423 Phone : 616.392.4222 Url : <a href="http://www.hollandsentinel.com">www.hollandsentinel.com</a> Debra Long Manual Posting	N	0

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23	Hope College 141 E. 12th Street Holland, Michigan 49423 Phone : 616.395.7950 Url : <a href="http://www.hope.edu">http://www.hope.edu</a> Email : <a href="mailto:wagner@hope.edu">wagner@hope.edu</a> Katie Wagner  Prong 2 Ended Date: 6/17/2020	N	0
24	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Recruitment Agency Manual Posting	N	32
25	Indeed.com	N	1
26	Inner City Christian Federation 920 Cherry Street SE Grand Rapids, Michigan 49506 Phone : 616.336.9333 Url : <a href="http://www.iccf.org">www.iccf.org</a> Email : <a href="mailto:tdouglas@iccf.org">tdouglas@iccf.org</a> Traci Douglas	N	0
27	Intracompany Transfer	N	1
28	Journalism Jobs TBD Berkley, California Phone : 510.653.1521 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Dan Rohn Manual Posting	N	0

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29	Kent County Veterans Services 836 Fuller Ave. NE Grand Rapids, Michigan 49503 Phone : 616.632.5722 Url : <a href="http://www.kentveterans.org">www.kentveterans.org</a> Email : <a href="mailto:rachel.m.wustman@kentcountymi.gov">rachel.m.wustman@kentcountymi.gov</a> Rachel Wustman	N	0
30	Linked In	N	42
31	Linked In Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 6506873600 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Jeff Weiner	N	3
32	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
33	Michigan Association of Broadcasters 819 North Washington Ave Lansing, Michigan 48906 Phone : 800.968.7622 Url : <a href="http://www.michmab.com">http://www.michmab.com</a> Fax : 1-517-484-5810 Denise Westin	N	0
34	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800.968.7622 Url : <a href="http://www.michmab.com">www.michmab.com</a> Anne Cochrane Manual Posting	N	0



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35	Michigan State University 290 Spartan Stadium Office Tower East Lansing, Michigan 48824 Phone : 517.355.6500 Url : <a href="http://www.msu.edu">http://www.msu.edu</a> Email : <a href="mailto:hanson39@msu.edu">hanson39@msu.edu</a> Karin Hanson  Prong 2 Ended Date: 6/17/2020	N	0
36	Michigan Works 144 East Fulton Street Grand Rapids, Michigan 49503 Phone : 616.336.2393 Email : <a href="mailto:business@westmiworks.org">business@westmiworks.org</a> Beverly Drake	N	0
37	Mlive.com 339 E. Liberty Street Suite 210 Ann Arbor, Michigan 48104 Phone : 734.997.7090 Url : <a href="http://www.mlive.com">www.mlive.com</a> Dawn Fisher Manual Posting	N	0
38	NAACP Grand Rapids 1167 Madison Ave SE Grand Rapids, Michigan 49507 Phone : 616.719.3478 Url : <a href="http://www.mylanderpages.com/naacpgr/NAACP-Grand-R">http://www.mylanderpages.com/naacpgr/NAACP-Grand-R</a> Email : <a href="mailto:info@naacpgr.com">info@naacpgr.com</a> Cle Jackson	N	0

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39	National Academy of TV Arts and Science/MI 29155 Northwestern Hwy #389 Southfield, Michigan 48034 Phone : 248.827.0931 Url : <a href="http://www.natasmichigan.org">http://www.natasmichigan.org</a> Email : <a href="mailto:Michigannatas@gmail.com">Michigannatas@gmail.com</a> Stacia Mottley  Prong 2 Ended Date: 6/17/2020	N	0
40	National Academy of TV Arts and Science 24903 Lois Lane Southfield, Michigan 48075 Phone : 248.827.0931 Url : <a href="http://www.natasmichigan.org">http://www.natasmichigan.org</a> Email : <a href="mailto:michigannatas@gmail.com">michigannatas@gmail.com</a> Stacia Mottley  Prong 2 Ended Date: 6/17/2020	N	0
41	National Alliance of State Broadcasters Associations 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343977.3716 Url : <a href="http://www.careerpage.org">www.careerpage.org</a> Doug Easter	N	0
42	National Association of Black College Broadcasters P O Box 3191 Atlanta, Georgia 30326 Email : <a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a> Fax : 1-404-523-5467 Lo Jelks	N	0

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43	New Life Christian Center of Muskegon 1624 Hoyt Street Muskegon, Michigan 49442 Phone : 231.726.3019 Email : lanejoel@yahoo.com Pastor Joe Lane  Prong 2 Ended Date: 6/17/2020	N	0
44	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
45	Specs Howard School of Broadcast Arts 19900 West Nine Mile Rd Southfield, Michigan 48075 Phone : 248.358.9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Email : <a href="mailto:bcarey@specshoward.edu">bcarey@specshoward.edu</a> Brett Carey  Prong 2 Ended Date: 6/17/2020	N	0
46	TV Jobs PO Box 4116 Oceanside , California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway Manual Posting	N	0

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47	Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616.245.2207 Url : www.grurbanleague.org Email : mmartin@grurbanleague.org Fax : 1-616-245-7026 Marvin Martin  Prong 2 Ended Date: 6/17/2020	N	0
48	Western Michigan University 1903 W. Michigan Kalamazoo, Michigan 49001 Email : sbgresumes@sbgstv.com Career Services	N	0
49	WOOD TV - Internal Posting 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9067 Url : http://www.woodtv.com Julie Pierce Manual Posting	N	7
50	WOOD TV - web site 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9607 Url : http://www.woodtv.com Elizabeth Klynstra Manual Posting	N	1
51	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

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52	ZipRecruiter.com 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Url : www.ziprecruiter.com Recruitment Website Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>120</b>

**Note:**

On June 17, 2020, the SEU deleted sixteen (16) recruiting sources therefore resulting in gaps of dissemination to these sources:  
 DELETED sources: RS#2 Benchmark Human Services, RS#3 Broadcast & Cinematic Arts, RS#6 City of Pentecost Job Placement Center, RS#8 Concerned Citizens Council, RS#12 Ferris State University, RS#13-15 Gerald R Ford Job Corps Center, Goodwill Industries and Goodwill Industries of Greater Grand Rapids, RS#18 Grand Rapids First Church, RS#23 Hope College, RS#35 Michigan State University, RS#39-40 National Academy of TV Arts and Science and National Academy of TV Arts and Science, RS#43 New Life Christian Center of Muskegon, RS#45 Specs Howard School of Broadcast Arts and RS#47 Urban League.

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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	4/20/2021	Provision of training to management	The SEU 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.	11	General Manager Director of Sales News Director Operations Manager
2	5/7/2021	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Michigan Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Digital Anchor/Producer
3	5/12/2021	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, lifestyle, promotions, production, sports and weather.</p> <p>The SEU had ten (10) interns, from Aquinas College, Cornerstone University, Ferris State University, during the 2020 Summer Semester; fourteen (14) interns, from Albion College, Aquinas College, Davenport University, DePaul University, Grand Valley State University, Michigan State University, Siena Heights University, University of Michigan, University of North Georgia and Western Michigan University, during the 2020 Fall Semester; and sixteen (16) interns, from Albion College, Aquinas College, Central Michigan University, Grand Rapids Community College, Grand Valley State University, Madonna University, Michigan State University, University of Michigan, Valparaiso College and Western Michigan University, during the 2021 Winter Semester.</p>	15	General Manager News Director Operations Manager Creative Services Manager