

WOBC, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP EEO PUBLIC FILE REPORT

June 1, 2021 - May 31, 2022

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
Multi-Media Reporter	2-5, 7-29	22
Community Strategy Manager	2-3, 5, 7-29	26
Digital Director	2-3, 5, 7-29	13
Creative Services Producer	2-5, 7-12, 14-29	25
Multi - Media Account Manager	2, 4, 6-13, 15-17, 19, 21-29	10
Morning News Co-Anchor	2, 5-12, 15-17, 19, 21-29	26
News Director	2, 6-13, 15-17, 19, 21-29	13
Assignment Editor / Digital Content Producer	4, 6, 9-11, 15, 22, 24, 26-27, 29	26
Community Affairs Commercial Producer	2, 4-12, 15-17, 19, 21-29	10
Multi-Media Reporter	2, 5-13, 15-17, 19, 21-29	22
National Sales Assistant	2, 4-13, 15-17, 19, 21-29	4
Anchor / Multi-Media Journalist	2, 4-12, 15-17, 19, 21-29	26
Photojournalist	1-2, 5-12, 15-17, 19, 21-29	10
Assignment Editor	2, 4-13, 15-17, 19, 21-29	26
Integrated Digital Specialist	2, 6-13, 15-17, 19, 21-29	26
Executive Producer	2, 6-13, 15-17, 19, 21-29	22
Graphic Artist	2, 5-12, 15-17, 19, 21-29	26
Site Producer	2, 4-12, 15-17, 19, 21-29	4
Digital Content Producer	2, 4-12, 15-17, 19, 21-29	22
Investigative Reporter	2, 4-12, 15-17, 19, 21-29	10
Multi-Media Account Manager	2, 4-13, 15-17, 19, 21-29	4
Morning News Producer	2, 5-13, 15-17, 19, 21-29	13
Sports Anchor / Reporter	2, 4, 6-13, 15-17, 19, 21-29	22
Sports MMJ / Reporter	2, 4-13, 15-17, 19, 21-29	10

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

The following recruiting sources were removed during the current term on June 1, 2021: RS#3/Collective Talent, RS#14/Medialine, RS#18/Mlive.com and RS#20/National Academy of TV Arts and Science/MI.

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Reporter / Multi-Media Journalist	2, 6-12, 15-17, 19, 21-29	10
Regional Account Executive	2, 5-13, 15-17, 19, 21-29	13
Promotions Producer	2, 4-13, 15-17, 19, 21-29	10
Assistant News Director	2, 4-12, 15-17, 19, 21-29	4
News Producer	2, 5-13, 15-17, 19, 21-29	22

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com	N	2
2	Central Michigan University 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989.774.3068 Url : http://www.cmu.edu Email : bca@cmich.edu Career Services	N	0
3	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
4	Employee Referral	N	27
5	GR Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616-245-2207 Url : http://grurbanleague.org Fax : 1-616-245-7026 Job Listing	N	0
6	Grand Rapids Chamber 250 Monroe Ave NW Ste 150 Grand Rapids, Michigan 49503 Phone : 616.771.0348 Url : http://www.grandrapids.org Mark Allen Manual Posting	N	0
7	Grand Valley State University 1 Campus Drive Allendale, Michigan 49401 Phone : 616.331.8174 Url : http://www.gvsu.edu Email : okellyle@gvsu.edu Len O'Kelly	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
8	Hispanic Center 1204 Grandville Ave SW Grand Rapids, Michigan 49503 Phone : 616-742-0200 Url : http://www.hispanic-center.org Email : eesparza@hispanic-center.org Fax : 1-616-742-0205 Evelyn Esparza-Gonzalez	N	0
9	Holland Sentinel 54 West 8th Holland, Michigan 49423 Phone : 616.392.4222 Url : www.hollandsentinel.com Debra Long Manual Posting	N	0
10	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Url : http://www.indeed.com Recruitment Agency Manual Posting	N	44
11	Journalism Jobs TBD Berkley, California Phone : 510.653.1521 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	0
12	Kent County Veterans Services 836 Fuller Ave. NE Grand Rapids, Michigan 49503 Phone : 616.632.5722 Url : www.kentveterans.org Email : rachel.m.wustman@kentcountymi.gov Rachel Wustman	N	0
13	Linked In	N	31

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14	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
15	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800.968.7622 Url : www.michmab.com Anne Cochrane Manual Posting	N	0
16	Michigan State University 290 Spartan Stadium Office Tower East Lansing, Michigan 48824 Phone : 517.355.6887 Url : http://www.msu.edu Email : mart1705@msu.edu Randi Martinez	N	0
17	Michigan Works 144 East Fulton Street Grand Rapids, Michigan 49503 Phone : 616.336.2393 Email : business@westmiworks.org Beverly Drake	N	0
18	Mlive.com 339 E. Liberty Street Suite 210 Ann Arbor, Michigan 48104 Phone : 734.997.7090 Url : www.mlive.com Dawn Fisher	N	0
19	NAACP Grand Rapids 1167 Madison Ave SE Grand Rapids, Michigan 49507 Phone : 616.719.3478 Url : http://www.mylanderpages.com/naacpgr/NAACP-Grand-R Email : info@naacpgr.com Cle Jackson	N	0

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20	National Academy of TV Arts and Science/MI 29155 Northwestern Hwy #389 Southfield, Michigan 48034 Phone : 248.827.0931 Url : http://www.natasmichigan.org Email : Michigannatas@gmail.com Stacia Mottley	N	0
21	National Association of Black College Broadcasters P O Box 3191 Atlanta, Georgia 30326 Email : bcmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	21
23	Specs Howard School of Broadcast Arts 19900 West Nine Mile Rd Southfield, Michigan 48075 Phone : 248.358.9000 Url : http://www.specshoward.edu Email : bcarey@specshoward.edu Brett Carey	N	0
24	TV Jobs PO Box 4116 Oceanside , California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	0
25	Western Michigan University 1903 W. Michigan Kalamazoo, Michigan 49001 Email : sbgresumes@sbgstv.com Career Services	N	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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26	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	17
27	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
28	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
29	ZipRecruiter.com 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Url : www.ziprecruiter.com Recruitment Website Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			144

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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	3/25/2022	Participation in Job Fairs	The SEU participated in the MAB Foundation Digital Speed Networking Career Outreach event. SEU personnel met with potential job applicants.	3	Community Affairs Director News Director Director of Sales
2	5/11/2022	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.	10	General Manager Director of Sales News Director Creative Services Manager
3	5/29/2022	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.	29	News Director Assistant News Director Community Strategy Manager Digital Director
4	5/29/2022	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 fifteen (15) interns, from Calvin University, Central Michigan University, Emerson College, Ferris State University, Grand Valley State University, Howard University, John Carrol University, University of Connecticut - Storrs, University of Miami, University of Michigan, University of Oklahoma, and Wayne State University during the 2021 Summer Semester and two (2) interns, from Michigan State University and Western Michigan University during the 2021 Fall Semester.</p>	12	General Manager Creative Services Manager News Director Community Affairs Director