

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2018 - May 30, 2019

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
Video Journalist	2, 4, 6-7, 10-11, 13-20, 23-24, 26-29	6
Video Journalist	2-3, 5-7, 9-20, 22-24, 26-29	9
Producer	2, 7, 10-11, 15-19, 21, 23-24, 26-29	21
Anchor/Reporter	2-3, 6-7, 10-12, 15-20, 23-29	3
Technical Media Operator	2-3, 6-7, 10-11, 15-19, 23-24, 26-29	3
Video Journalist	2-3, 6-7, 10-12, 15-21, 23-24, 26-29	3
Technical Media Operator	2-3, 7-8, 10-11, 15-20, 23-24, 26-29	8
Photographer	2, 7, 10-11, 13-19, 23-24, 26-29	24
Anchor/Reporter	2, 7, 10-12, 15-19, 23-24, 26-29	12
Sports Anchor/Reporter	2-3, 5, 7, 10-11, 13-24, 26-29	22
Copy Coordinator	2, 6-7, 10-11, 13-19, 23-24, 26-29	6
Producer	2-3, 6-7, 10-12, 15-20, 23-24, 26-29	3
Account Executive	2, 4, 7, 10-11, 13-19, 23-24, 26-29	4
Technical Media Operator	2, 6-7, 10-11, 15-19, 23-24, 26-29	11
Assistant News Director	2, 5-7, 10-11, 13, 15-20, 23-24, 26-29	5
Digital Journalist	2, 6-7, 10-11, 13-14, 16-19, 23-24, 26-29	6
Vice President and General Manager	1-2, 6-7, 10-11, 13-21, 23-24, 26-29	6
Assignment Coordinator	2, 4, 6-7, 10-12, 15-20, 23-24, 26-29	4

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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	CareerBuilder.com	N	1
2	Cristo Rey Employment & Training 1717 N. High Street Lansing, Michigan 48906 Phone : 517-371-1700 Url : http://www.cristoreycommunity.org Job Bank Manual Posting	N	0
3	Educational Institution	N	8
4	Employee Referral	N	3
5	GlassDoor	N	3
6	Indeed.com	N	31
7	Ingham County Women's Commission PO Box 319 Mason, Michigan 48854 Phone : 517-676-7200 Url : http://bc.ingham.org Becky Bennett Manual Posting	N	0
8	Job Fair	N	1
9	Job/Bulletin Board	N	1
10	Lansing Chapter NAACP 1801 W. Main Street Lansing, Michigan 48915 Phone : 517-484-9171 Url : http://www.naacplansing.org Geneva Smith Manual Posting	N	0
11	Lansing Community College Career & Employment Services PO Box 40010 Lansing, Michigan 48901 Phone : 800-644-4522 Url : http://www.lcc.edu College Recruiter Manual Posting	N	1
12	Linked In	N	6

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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	Media General 333 E Franklin Street Richmond, Virginia 23219 Phone : 517-367-2116 Url : http://www.mediageneral.com Cindy Sullivan Manual Posting	N	0
14	Media Recruiter 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Art Scott Manual Posting	N	1
15	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7464 Url : http://www.medialine.com Jobs Editor Manual Posting	N	0
16	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : http://www.michmab.com Job Listings Manual Posting	N	0
17	Michigan Works Service Center 209 E Washington Suite 100 Jackson, Michigan 49201 Phone : 517-371-1100 Url : http://www.michiganworks.org Posting Manager Manual Posting	N	1
18	NAACP - Jackson County Branch Attn: Job Posting Office PO Box 4074 Jackson, Michigan 49204 Phone : 517-784-3842 Url : http://www.naacpjackson.org Job Postings Manual Posting	N	0

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19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
20	Nexstar's Facebook Page	N	16
21	Professional/Industry Trade Organization	N	4
22	Re-hire	N	2
23	Specs Howard School 1900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Url : http://www.specshoward.edu Andrea Stamps Manual Posting	N	0
24	TVJOBS PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Postings Manual Posting	N	14
25	Twitter	N	1
26	WLNS-TV (Internal) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2116 Url : http://www.wlns.com Cindy Sullivan Manual Posting	N	2
27	WLNS-TV (website) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2158 Url : http://www.wlns.com Kevin VanderKolk Manual Posting	N	0

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28	Women In Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : http://www.womcom.org Job Listings Manual Posting	N	0
29	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:			109

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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	6/1/2018	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted one (1) intern, from Lansing Community College, during the 2019 Spring Semester and one (1) intern, from Central Michigan University, during the 2019 Summer Semester.</p>	3	
2	6/21/2018	Participation in Job Fairs	The Station participated at the Specs Howard Career Fair in Southfield, Michigan. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Chief Videographer
3	8/1/2018	Participation in Job Fairs	The Station participated at the Nexstar booth as part of the National Association of Black Journalists convention in Detroit, Michigan. Station personnel were able to meet with attendees and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
4	10/16/2018	Participation in events or programs sponsored by educational institutions	The Station hosted a student from Michigan State University for Job Shadowing. The station provided information to the student to guide them in their career planning as well as discuss vacancies at the Station and in the broadcasting industry.	1	Sports Reporter
5	2/13/2019	Participation in events or programs sponsored by educational institutions	The Station hosted a student from Michigan State University for Job Shadowing. The station provided information to the student to guide them in their career planning as well as discuss vacancies at the Station and in the broadcasting industry.	1	Producer/Reporter
6	2/22/2019	Participation in Job Fairs	The Station participated at the BCA Career Fair at Central Michigan University. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	News Director

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7	3/6/2019	Co Sponsoring Job Fair	The Station co-sponsored the MAB Career Fair in Lansing, Michigan. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
8	5/3/2019	Participation in Job Fairs	The Station participated at the Lakeland High School Career Fair in White Lake, Michigan. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Video Journalist