

**WLNS-TV**  
**EEO PUBLIC FILE REPORT**  
**May 31, 2017 - May 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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Meteorologist	2-4, 6, 8, 10-11, 13-19, 21-25	3
Account Executive	2, 6, 10-26	12
Producer	2-3, 6, 10-11, 13-19, 21-26	3
Photographer	2, 5-6, 10-19, 21-26	5
Photographer	2, 5-6, 10-19, 21-26	12
Producer	1-3, 6, 10-11, 13-19, 21-26	1
Sales Assistant/Receptionist	2, 5-6, 9-26	5
Reporter	2, 6, 8, 10-11, 13-19, 21-26	8
Producer	2-4, 6, 9-11, 13-19, 21-26	3
Anchor	2, 6-7, 10-11, 13-19, 21-26	7
Sales Assistant - Digital	2, 5-6, 10-11, 13-19, 21-26	5
Anchor, AM News	2, 6, 10-11, 13-19, 21-26	17
Traffic Assistant	2, 5-6, 10-11, 13-19, 21-26	5

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

<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	CareerBuilder.com	N	1
2	Cristo Rey Employment & Training 1717 N. High Street Lansing, Michigan 48906 Phone : 517-371-1700 Url : <a href="http://www.cristoreycommunity.org">http://www.cristoreycommunity.org</a> Job Bank Manual Posting	N	0
3	Educational Institution	N	4
4	Employee Referral	N	2
5	Indeed.com	N	14
6	Ingham County Women's Commission PO Box 319 Mason, Michigan 48854 Phone : 517-676-7200 Url : <a href="http://bc.ingham.org">http://bc.ingham.org</a> Becky Bennett Manual Posting	N	0
7	Internal Promotion	N	1
8	Job Fair	N	2
9	Job/Bulletin Board	N	2
10	Lansing Chapter NAACP 1801 W. Main Street Lansing, Michigan 48915 Phone : 517-484-9171 Url : <a href="http://www.naacplansing.org">http://www.naacplansing.org</a> Geneva Smith Manual Posting	N	0
11	Lansing Community College Career & Employment Services PO Box 40010 Lansing, Michigan 48901 Phone : 800-644-4522 Url : <a href="http://www.lcc.edu">http://www.lcc.edu</a> College Recruiter Manual Posting	N	0
12	Linked In	N	4

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13	Media General 333 E Franklin Street Richmond, Virginia 23219 Phone : 517-367-2116 Url : <a href="http://www.mediageneral.com">http://www.mediageneral.com</a> Cindy Sullivan Manual Posting	N	1
14	Media Recruiter 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Art Scott Manual Posting	N	0
15	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7464 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Jobs Editor Manual Posting	N	0
16	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : <a href="http://www.michmab.com">http://www.michmab.com</a> Job Listings Manual Posting	N	0
17	Michigan Works Service Center 209 E Washington Suite 100 Jackson, Michigan 49201 Phone : 517-371-1100 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> 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 : <a href="http://www.naacpjackson.org">http://www.naacpjackson.org</a> 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	4
20	Nexstar's Facebook Page	N	2
21	Specs Howard School 1900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Andrea Stamps Manual Posting	N	0
22	TVJOBS PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Job Postings Manual Posting	N	0
23	WLNS-TV (Internal) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2116 Url : <a href="http://www.wlns.com">http://www.wlns.com</a> Cindy Sullivan Manual Posting	N	1
24	WLNS-TV (website) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2158 Url : <a href="http://www.wlns.com">http://www.wlns.com</a> Kevin VanderKolk Manual Posting	N	1
25	Women In Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : <a href="http://www.womcom.org">http://www.womcom.org</a> Job Listings Manual Posting	N	0

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

<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>
26	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>40</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	9/1/2017	Establishment of an intern program designed to assist members of the community	<p>Sports Department  From September 2017 - December 2017 the Sports Department hosted one (1) intern from Michigan State University.  From January 2018 - May 2018 the Sports Department hosted two (2) interns from Michigan State University.  From May 2018 - August 2018 the Sports Department hosted two (2) interns from Michigan State University.</p> <p>The interns participated in a variety of duties within the Sports Department including: research, shooting video, and editing for Sports packages.</p> <p>Weather Department  From January 2018 - May 2018 the Weather Department hosted one (1) intern from Central Michigan University.  From April 2018 - August 2018 the the Weather Department hosted one (1) intern from Central Michigan University.</p> <p>The interns participated in a variety of duties within the Weather Department including: research, on air graphic preparation, and editing for our live news broadcast.</p> <p>Production Department  From January 2018 - May 2018 the Production Department hosted two (2) interns both from Lansing Community College.  From May 2018 - August 2018 the Production Department hosted two (2) interns both from Michigan State University.</p> <p>The interns participated in activities involving commercial production, live remote production, station promotion production and live on-air news production.</p>	9	

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2	9/6/2017	Participation in events or programs sponsored by educational institutions	On September 6, 2017, WLNS hosted one (1) student from Ferris State University for Job Shadowing. The student received a tour of the facility and observed all aspects of the Sports Department. The student was also able to ask several questions about the Sports Department and how to go about getting started in the television business.	1	Sports Reporter
3	10/19/2017	Co Sponsoring Job Fair	On October 19, 2017, WLNS participated in the MAB Career Fair at Central Michigan University. The fair offered valuable career advise, resume/demo reviews, internships, job openings, and promoting a career in broadcasting to approximately 80 students and business-minded professionals. WLNS promoted this event to help the MAB. The WLNS employee attending the career fair had substantial responsibility in making hiring decisions.	1	News Director
4	11/28/2017	Participation in events or programs sponsored by educational institutions	On November 28, 2017, WLNS hosted one (1) student from Michigan State University for Job Shadowing. The student received a tour of the facility and observed all aspects of the Sports Department. The student was also able to ask several questions about the Sports Department and how to go about getting started in the television business.	1	Sports Director
5	12/8/2017	Participation in events sponsored by community groups	On December 8, 2017, WLNS participated in a panel discussion at the Junior Achievement JA Girls Dream Fair. The event message was "they can do anything they set out to accomplish." The students learned about STEM (Science, Technoloty, Engineering and Mathematics) careers from local business members in a variety of fields.	2	Anchor Anchor/Reporter

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6	3/7/2018	Co Sponsoring Job Fair	On March 7, 2018, WLNS participated in the MAB Career Fair in Lansing, Michigan. The fair was "geared toward offering valuable career advice, resume/demo reviews, internships, job openings, and promoting a career in broadcasting or a media-related industry among students and young professionals." WLNS aired promotional advertisements to help the MAB promote the event. The WLNS employee attending the career fair had substantial responsibility in making hiring decisions.	1	News Director
7	3/27/2018	Participation in events or programs sponsored by educational institutions	On March 27, 2018, WLNS hosted one (1) student from Michigan State University for Job Shadowing. The student received a tour of the facility and observed all aspects of the Sports Department. The student was also able to ask several questions about the Sports Department and how to go about getting started in the television business.	1	Sports Anchor/Reporter