

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 30, 2017

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 Sales Manager	1-4, 6-19	2
Video Journalist	1-2, 4, 6-19	2
Videographer	1, 4, 6-19	18
Social Media & Internet Coordinator	1, 4-19	11
Integrated Digital Specialist	1-2, 4, 6-19	2
Meteorologist	1-2, 4-19	8
Producer	1, 4-19	5
Log Editor/National Sales Assistant	1, 4, 6-19	11

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 30, 2017

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	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
2	Employee Referral	N	4
3	Indeed.com	N	2
4	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
5	Job Fair	N	5
6	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
7	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	0
8	Media General 333 E Franklin Street Richmond, Virginia 23219 Phone : 517-367-2116 Url : http://www.mediageneral.com Cindy Sullivan Manual Posting	N	6

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 30, 2017

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
9	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	0
10	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7464 Url : http://www.medialine.com Jobs Editor Manual Posting	N	0
11	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	2
12	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	0
13	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
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1

WLNS-TV
EEO PUBLIC FILE REPORT

June 1, 2016 - May 30, 2017

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
15	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
16	TVJOBS PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Postings Manual Posting	N	0
17	WLNS-TV (Internal) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2116 Url : http://www.wlns.com Cindy Sullivan Manual Posting	N	3
18	WLNS-TV (website) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2158 Url : http://www.wlns.com Kevin VanderKolk Manual Posting	N	3
19	Women In Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : http://www.womcom.org Job Listings Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			26

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/24/2016	Establishment of an intern program designed to assist members of the community	<p>Sports Department From September 2016 - December 2016 the Sports Department hosted two (2) interns from Michigan State University. From January 2017 - May 2017 the Sports Department hosted two (2) interns from Michigan State University. From May 2017 - August 2017 the Sports Department hosted one (1) intern 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>News Department From September 2016 - December 2016 the News Department hosted four (4) interns. Three (3) from Michigan State University and one (1) from the University of Michigan. From January 2017 - May 2017 the News Department hosted three (3) interns all from Michigan State University. From May 2017 - August 2017 the the News Department hosted two (2) interns. One (1) from Central Michigan University and one (1) from DePaul</p> <p>The interns participated in a variety of duties within the News Department including: research, shooting video, editing and producing for our live news broadcast.</p> <p>Production Department From May 2017 - August 2017 the Production Department hosted three (3) interns. Two (2) from Michigan State University and one (1) from Lansing Community College.</p> <p>The interns participated in activities involving commercial production, live remote production, station promotion production and live on-air news</p>	16	

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
			production.		
2	10/11/2016	Co Sponsoring Job Fair	On October 11, 2016, 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
3	11/21/2016	Participation in events or programs sponsored by educational institutions	On November 21, 2016, 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
4	11/30/2016	Participation in events or programs sponsored by educational institutions	On November 30, 2016, 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	2/1/2017	Participation in events or programs sponsored by educational institutions	On February 1, 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 Reporter

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/8/2017	Co Sponsoring Job Fair	On March 8, 2017, 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	3/21/2017	Participation in events or programs sponsored by educational institutions	On March 21, 2017, WLNS participated in Leslie Middle School's Career Day. The WLNS participant spoke to approximately 100 middle school students about careers in broadcasting.	1	Anchor
8	3/25/2017	Participation in Job Fairs	On March 25, 2017, WLNS participated in the BCA Career Fair at Central Michigan University. The fair offered students the opportunity to meet with broadcast professionals and discuss possible career development opportunities. The WLNS employee attending the career fair had substantial responsibility in making hiring decisions.	1	News Director
9	4/7/2017	Participation in events or programs sponsored by educational institutions	On April 7, 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

WLNS-TV
EEO PUBLIC FILE REPORT
June 1, 2016 - May 30, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/20/2017	Participation in events or programs sponsored by educational institutions	On April 20, 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
11	4/24/2017	Participation in events or programs sponsored by educational institutions	On April 24, 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