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EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 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
Multi-Media Account Executive	1-14, 16-17, 19-35, 37-40	23
AM News Anchor	1-14, 16-17, 19-35, 37-40	23
Multi-Media Account Executive	1-14, 16-17, 19-35, 37-40	23
Weekend Meteorologist/Weekday MMJ	1-14, 16-17, 19-35, 37-40	23
Integrated Digital Specialist	1-14, 16-17, 19-35, 37-40	11
Sports Anchor	1-17, 19-35, 37-40	15
Digital Account Executive	1-14, 16-40	11
Morning Meteorologist	2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40	23
Local Sales Manager	2-10, 13-15, 17, 19, 21-23, 25-26, 28, 32, 35, 40	15
News Photographer	2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40	23
Producer / Anchor	2-10, 13-15, 17, 19, 21-23, 25-26, 28, 32, 35, 40	23
Newscast Producer	2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40	23
Meteorologist/Photojournalist	2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40	23
Production Assistant Part Time	2-10, 13-14, 17, 19, 21-23, 25-26, 28, 32, 35, 40	23
News Photographer	1-14, 16-40	23
Assignment Editor	1-14, 16-29, 31-40	23
Production Assistant	1-14, 16-40	11
Digital Account Executive	1-14, 16-29, 31-40	11
Multi-Media Journalist	1-14, 16-29, 31-40	23
Morning News Producer	2-10, 13-14, 17, 19, 21-23, 26, 28, 32, 35, 40	23
Multi-Media Account Executive	1-14, 16-40	23
Multi-Media Account Executive	1-14, 16-40	23
Multi-Media Account Executive	2-10, 13-14, 17, 19, 21-23, 25-26, 28- 29, 32, 35, 40	23

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Meteorologist/Photojournalist	2-10, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40	23
News Photographer	2-10, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40	23
Multi-Media Account Executive	2-11, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40	23
Digital Sales Manager	2-10, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40	23
Multi-Media Account Executive	2-11, 13-14, 19, 21-23, 25-26, 28-29, 32, 35, 40	11
News Producer	2-10, 13-14, 19, 21-23, 25-26, 28-29, 35, 40	23
Digital Producer	2-11, 13-14, 19, 21-23, 25-26, 28-29, 35, 40	11

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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	Ball State U Career Planning 2000 W University Lucina Hall 200 Muncie, Indiana 47306 Phone : 765-285-2436 Url : http://cms.bsu.edu/about/administrativeoffice/care Kristy Fix Manual Posting	N	0
2	Beloit College, Career Services 700 College Road Beloit, Wisconsin 53511 Phone : 608-363-2718 Url : http://www.beloit.edu Email : lpc@beloit.edu Fax : 1-608-363-2718 Angela Davis	N	0
3	Chicago Headline Club 540 N. Dearborn St Chicago, Illinois 60610 Phone : 872-267-2242 Email : president@headlineclub.org Ben Meyerson	N	0
4	Chicago South Side NAACP 10540 South Western Ave Chicago, Illinois 60643 Phone : 773-729-9830 Url : http://www.illinoisnaacp.org/chicagosouthside/ Email : info@naacpcss.org Fax : 1-773-429-9834 Rosa Joshua	N	0
5	Columbia College 623 S Wabash #307 Chicago, Illinois 60605 Phone : 312-369-7280 Url : http://students.colum.edu/career-center/articles/r Email : vrobbins@colum.edu Valerie Robbins	N	0
6	Devry University Career Services 3300 N Campbell Ave Chicago, Illinois 60618 Phone : 773-697-2045 Email : dfortier@devry.edu Danielle Fortier	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
7	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Url : http://www.eiu.edu/careers Email : lkhugg@eiu.edu . Lisa Hugg	N	0
8	Highland College Career Services 2998 W. Pearl City Rd Freeport, Illinois 61032 Phone : 815-235-6121 Url : http://www.highland.edu/students/careerservices.as Email : careerservices@highland.edu Theresa Kepner	N	0
9	Illinois Broadcasting Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org Debra Gray	N	0
10	Illinois Media School 455 Eisenhower Lane So Ste 200 Lombard, Illinois 60148 Phone : 603-916-1764 Url : https://beonair.com/careers Email : fmuller@beonair.com Fax : 1-216-930-4339 Francesca Muller	N	0
11	Indeed.com/www.indeed.com 177 Broad St 6th Floor Stanford, Connecticut 6901 Phone : 800-406-8190 John Drosos Manual Posting	N	22
12	Indiana State Univ Career Services 500 Chestnut St Terre Haute, Indiana 47809 Phone : 812-237-3838 Kaleigh All Manual Posting	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
13	Knox College Career Center 2 East South Street Box K 232 Galesburg, Illinois 61401 Phone : 309-341-7494 Email : careers@knox.edu Terrie Saline	N	0
14	La Voz Latin 730 N Church St Rockford, Illinois 61107 Phone : 815-965-5935 Email : kroush@lavoalatina-rkfd.org Kim Roush	N	0
15	Linked In	N	3
16	Loyola Career Placement 1032 N Sheridan Rd Chicago, Illinois 60660 Phone : 773-508-7716 Michael Limon Manual Posting	N	0
17	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-663-2000 Email : nbrost@mediainstitutue.edu Fax : 1-608-442-0141 Nate Brost	N	0
18	McHenry County College 8900 US Hwy 14 Crystal Lake, Illinois 60012-2761 Phone : 815.455.3700 Url : https://www.mchenry.edu/hireascot/ Donna Bieschke Manual Posting	N	0
19	Milwaukee Area Tech College Student Employment Services 700 West State St Milwaukee, Wisconsin 53233 Phone : 414-297-8177 Email : jobshop@matc.edu Fax : 1-414-297-6612 Michelle Lamarre	N	0

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20	mystateline.com 1917 N. Meridian Rd Rockford Rockford, Illinois 61101 Phone : 815-968-6985 Url : http://www.mystateline.com Bonnie Cook Manual Posting	N	0
21	National Assoc of Black College Broadcasters PO Box 3191 Atlanta, Georgia Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	National Latino Education Institute 2011 W Pershing Rd Chicago, Illinois 60609 Phone : 773-247-0707 Email : education@nlei.org Fax : 1-773-247-4975 Elivia Estrada	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	59
24	NIU Career Services 220 Campus Life Building Dekalb, Illinois 60155 Phone : 815-753-1642 Jan Wylde Manual Posting	N	1
25	North Central College 30 North Brainard St Naperville, Illinois 60540 Phone : 800-411-1861 Url : https://www.northcentralcollege.edu/ Email : career@noctrl.edu Haydee Nunez	N	0

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26	Northeastern Illinois University 5500 N St. Louis Chicago, Illinois 60625 Phone : 773-442-4680 Email : ocs@neiu.edu Elaine Blair	N	0
27	Northwestern University/Medill 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-467-1882 John Donahue Manual Posting	N	0
28	Ohio Media School 9885 Rock Side Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Email : jhardy@beonair.com Jannine Hardy	N	0
29	Rock Valley College 3301 N Mulford Rd Rockford, Illinois 61107 Phone : 815-921-4146 Email : c.smaha@rockvalleycollege.edu Cindy Smaha	N	0
30	Rockford Career College 1130 S. Alpine Road Rockford, Illinois 61108 Phone : 815-965-8616 Ann Stites Manual Posting	N	0
31	Southern Illinois University Career Services Mail Code 4703 Carbondale, Illinois 62901 Phone : 618-453-2391 Career Services Manual Posting	N	0
32	Specs School of Broadcasting 19900 West Nine Mile Southfield, Michigan 48075 Phone : 248-327-4777 Email : bcarey@specshoward.edu Fax : 1-248-746-9777 Brent Carey	N	0

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33	TV Jobs.com P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
34	U.I.U.C Journalsim Placement Office 119 Gregory Hall Urbana, Illinois 61801 Phone : 217-333-1508 Lynn Holley Manual Posting	N	0
35	University of WI Career Planning 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-263-4898 Email : info@journalism.wisc.edu Robert Schwoch	N	0
36	University of Wisconsin - Madison 821 University Avenue Department of Communication Arts Madison, Wisconsin 53706 Phone : 608.262.0992 Url : https://commarts.wisc.edu/undergraduate/jobs Mary Rossa Manual Posting	N	0
37	University of Wisconsin Platteville 1 University Plaza 0200 Ullsvik Platteville, Wyoming 53818 Phone : 608-342-1183 Claire Draginis Manual Posting	N	0
38	Western IL Career Services 1 University Circle Macomb, Illinois 61455 Phone : 309-298-2888 Url : http://www.wiu.edu/student_services/career_develop Kate Curry Manual Posting	N	0

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39	Wheaton College Career Services 418 Chase St R209 Wheaton, Illinois 60187 Phone : 630-752-5048 Lynne Morris Manual Posting	N	0
40	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:			85

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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	9/26/2018	Participation in Job Fairs	Station personnel participated at the Rock Valley College/Rockford University Career /Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Chief Engineer
2	11/23/2018	Participation in Job Fairs	The Station participated at the Rockford Boys & Girls Club Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Chief Engineer
3	1/14/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at Rock Valley College teaching Broadcast Performance.	1	News Anchor
4	3/18/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Harlem High School. He spoke about career decisions and job requirements	1	Anchor
5	3/19/2019	Participation in Job Fairs	Station personnel participated at the Boone County Hiring Event by The Workforce Connection. Station personnel were able to meet with individuals and discuss vacancies at the Station and in the broadcasting industry.	1	Chief Engineer
6	5/16/2019	Establishment of an intern program designed to assist members of the community	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. The Station hosted two (2) interns, from Rock Valley College, and Illinois State University, during the 2019 Summer Semester	2	News Director Creative Services Director