

# WOBC, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP

## EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist	2-5, 7-9, 11-26	9
Reporter / Multi-Media Journalist	2-5, 7-9, 11-26	13
Promotions / Production Producer	2-5, 7-9, 11-26	19
Local Sales Manager	2-5, 7-9, 11-26	23
National Sales Assistant	2-5, 7-9, 11-26	9
Integrated Digital Specialist	2-5, 7-9, 11-26	13
Assignment Editor	2-5, 7-9, 11-26	13
Lifestyle Coordinator	2-5, 7-9, 11-26	24
News Producer	2-5, 7-9, 11-12, 14-26	23
Digital Marketing Coordinator	4, 6-9, 11-14, 16-21, 23-26	9
Weekend Director / Production Technician	4, 6-9, 11-14, 16-21, 23-26	19
Art & Design Director	4, 6-9, 11-12, 14, 16-21, 23-26	9
Digital Reporter / Digital Host	4, 6-9, 11-12, 14, 16-21, 23-26	19
Multi-Media Journalist in Training	4, 6-9, 11-12, 14, 16-21, 23-26	19
News Reporter	1, 4, 6-9, 11-14, 16-21, 23-26	19
Weekend Anchor / Reporter	4, 6-9, 11-14, 16-21, 23-26	13
Photojournalist	4, 6-9, 11-12, 14, 16-21, 23-26	9
Photojournalist	4, 6-9, 11-12, 14, 16-21, 23-26	9

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.

On June 1, 2022, the SEU deleted five (5) historical recruiting sources and added one (1) new source.

DELETED sources: RS#2/Central Michigan University, RS#3/GR Urban League, RS#5/Grand Valley State University, RS#15/Michigan State University and RS#22/Western Michigan University.

ADDED source: RS#6/Handshake.

During the 2022 mid year, the SEU deleted two (2) historical sources and added one (1) new source.

DELETED sources: RS#26/ZipRecruiter (deleted October 21, 2022) and RS#18/National Association of Black College Broadcasters (deleted on January 13, 2023).

ADDED source: RS#10/JobCase (added on October 21, 2022).

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photojournalist	4, 6-9, 11-12, 14, 16-21, 23-26	19
Multi-Media Account Manager	4, 6-14, 16-17, 19-21, 23-25	13
Assignment Desk Manager	4, 6-14, 16-17, 19-21, 23-25	19
Digital Content Producer	1, 4, 6-14, 16-17, 19-21, 23-25	19

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

<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	2
2	Central Michigan University 340 Moore Hall Mt. Pleasant, Michigan 48859 Phone : 989.774.3068 Url : <a href="http://www.cmu.edu">http://www.cmu.edu</a> Email : <a href="mailto:bca@cmich.edu">bca@cmich.edu</a> Career Services	N	0
3	GR Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616-245-2207 Url : <a href="http://grurbanleague.org">http://grurbanleague.org</a> Fax : 1-616-245-7026 Job Listing	N	0
4	Grand Rapids Chamber 250 Monroe Ave NW Ste 150 Grand Rapids, Michigan 49503 Phone : 616.771.0348 Url : <a href="http://www.grandrapids.org">http://www.grandrapids.org</a> Mark Allen Manual Posting	N	0
5	Grand Valley State University 1 Campus Drive Allendale, Michigan 49401 Phone : 616.331.8174 Url : <a href="http://www.gvsu.edu">http://www.gvsu.edu</a> Email : <a href="mailto:okellyle@gvsu.edu">okellyle@gvsu.edu</a> Len O'Kelly	N	0
6	Handshake 225 Bush St #1200 SanFrancisco, California 94104 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Garrett Lord Manual Posting	N	0

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7	Hispanic Center 1204 Grandville Ave SW Grand Rapids, Michigan 49503 Phone : 616-742-0200 Url : <a href="http://www.hispanic-center.org">http://www.hispanic-center.org</a> Email : <a href="mailto:eesparza@hispanic-center.org">eesparza@hispanic-center.org</a> Fax : 1-616-742-0205 Evelyn Esparza-Gonzalez	N	0
8	Holland Sentinel 54 West 8th Holland, Michigan 49423 Phone : 616.392.4222 Url : <a href="http://www.hollandsentinel.com">www.hollandsentinel.com</a> Debra Long Manual Posting	N	0
9	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Recruitment Agency Manual Posting	N	23
10	JobCase 201 Broadway Cambridge, Massachusetts 02139 Url : <a href="http://www.jobcase.com">www.jobcase.com</a> Fred Goff Manual Posting	N	0
11	Journalism Jobs TBD Berkley, California Phone : 510.653.1521 Url : <a href="http://www.journalismjobs.com">www.journalismjobs.com</a> Dan Rohn Manual Posting	N	0
12	Kent County Veterans Services 836 Fuller Ave. NE Grand Rapids, Michigan 49503 Phone : 616.632.5722 Url : <a href="http://www.kentveterans.org">www.kentveterans.org</a> Email : <a href="mailto:rachel.m.wustman@kentcountymi.gov">rachel.m.wustman@kentcountymi.gov</a> Rachel Wustman	N	0

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13	Linked In	N	28
14	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
15	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
16	Michigan Works 144 East Fulton Street Grand Rapids, Michigan 49503 Phone : 616.336.2393 Email : business@westmiworks.org Beverly Drake	N	0
17	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
18	National Association of Black College Broadcasters P O Box 3191 Atlanta, Georgia 30326 Phone : 4045235467 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	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	26
20	Specs Howard School of Broadcast Arts 19900 West Nine Mile Rd Southfield, Michigan 48075 Phone : 248.358.9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Email : <a href="mailto:bcarey@specshoward.edu">bcarey@specshoward.edu</a> Brett Carey	N	0
21	TV Jobs PO Box 4116 Oceanside , California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
22	Western Michigan University 1903 W. Michigan Kalamazoo, Michigan 49001 Phone : 2693872745 Email : <a href="mailto:sbgresumes@sbgstv.com">sbgresumes@sbgstv.com</a> Career Services	N	0
23	WOOD TV - Internal Posting 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9067 Url : <a href="http://www.woodtv.com">http://www.woodtv.com</a> Julie Pierce Manual Posting	N	14
24	WOOD TV - web site 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9607 Url : <a href="http://www.woodtv.com">http://www.woodtv.com</a> Charlsie Dewey Manual Posting	N	1

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<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>
25	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
26	ZipRecruiter.com 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Phone : 8772521062 Url : www.ziprecruiter.com Recruitment Website	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>94</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	9/27/2022	Participation in Job Fairs	The SEU participated at the Cornerstone University Fall Internship & Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Community Affairs Director
2	10/11/2022	Participation in Job Fairs	The SEU participated at the Grand Valley State University Fall 2022 Career & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Community Affairs Director Digital Director
3	12/7/2022	Participation in Job Fairs	The SEU participated at the Great Lakes Broadcast and Sports Media Academy Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Community Affairs Director General Manager
4	2/24/2023	Participation in Job Fairs	The SEU participated at the 2023 BCA Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director General Manager
5	3/15/2023	Participation in Job Fairs	The SEU participated at the Great Lakes Media Show. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Community Affairs Director General Manager
6	5/16/2023	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 Chief Engineer
7	5/24/2023	Participation in Job Fairs	The SEU participated at the MiCareer Quest 2023. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Community Affairs Director Operations Manager

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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>
8	5/26/2023	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.	22	Operations Manager Director of Sales News Director Creative Services Manager
9	5/28/2023	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 two (2) interns, from Grand Valley State University during the 2022 Summer Semester, one (1) intern, from Grand Valley State University during the 2023 Fall Semester and two (2) interns from Grand Valley State University during the 2023 Winter/Spring Semester.</p>	6	News Director Digital Director Creative Services Director Operations Manager