

WGN-AM
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

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 |
|----------------------|--|-----------------------|
| Executive Producer | 1-5, 7-14, 16-22, 24-29 | 12 |
| Producer (NE) | 1-5, 7-11, 13-14, 17-29 | 23 |
| On-Air Personality | 1-9, 13-14, 17-22, 24-29 | 6 |
| Sales Assistant (NE) | 1-11, 13-14, 16-22, 24-29 | 6 |
| Producer | 1-5, 7-10, 12-15, 17-18, 20-22, 24-29 | 12 |

WGN-AM
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 1 | Business Leadership Council 230 W. Monroe Street Suite 2650 Chicago, Illinois 60606 Phone : 312-628-7844 Url : https://www.blcchicago.com/ Email : info@BLCchicago.com Karen Riley | Y | 0 |
| 2 | Columbia College 623 S. Wabash Chicago, Illinois 60605 Phone : 312-369-6844 Url : http://www.colum.edu/academics/anchor-graphics/ind Valerie Robbins Manual Posting | N | 0 |
| 3 | CSB School of Broadcasting 203 N. LaSalle Street Suite 1350 Chicago, Illinois 60601 Phone : 860-677-7577 Url : http://www.gocsb.com/locations Email : info@gocsb.com Online Posting | N | 0 |
| 4 | Depaul University 1 East Jackson Blvd Suite 9700 Chicago, Illinois 60604 Phone : 312-362-5201 Url : https://www.depaul.edu/pages/default.aspx Karyn McCoy Manual Posting | N | 0 |
| 5 | DeVry University 3300 N. Campbell Room 202 Chicago, Illinois 60618 Phone : 773-697-2002 Url : http://www.devry.edu/ Danielle Fortier Manual Posting | N | 0 |
| 6 | Employee Referral | N | 2 |
| 7 | Hispanic Alliance for Career Enhancement (HACE) 29 E. Madison Suite 1105 Chicago, Illinois 60602 Phone : 312-435-0498 Url : http://www.haceonline.org/ Email : partners@haceonline.org Yasmin Mendoza-Sewell | N | 0 |

WGN-AM
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 8 | IBEW Local 1220 1311 Butterfield Road Suite 306 Downers Grove, Illinois 60515 Phone : 773-714-1220 Url : http://www.ibew.org/ Email : info@ibew1220.org Fax : 1-773-693-0009 John Rizzo | N | 0 |
| 9 | Illinois Broadcasters Association 200 Missouri Ave Cartville, Illinois 62918 Phone : 618-985-5555 Url : http://www.ilba.org/about-us Email : iba@ilba.org Deborah Gray | N | 0 |
| 10 | Illinois Department of Human Services 2215 Enterprise Drive Suite 1502 Westchester, Illinois 60154 Phone : 708-409-8808 Url : http://www.dhs.state.il.us/page.aspx? Email : maryann.pec@illinois.gov Mary Ann Pec | Y | 0 |
| 11 | Indeed.com | N | 5 |
| 12 | Internal Promotion | N | 3 |
| 13 | Jewish Vocational Services 216 W. Jackson Blvd Suite # 700 Chicago, Illinois 60606 Phone : 312-673-3400 Url : http://jvschicago.org Email : sallyyarberry@jcfs.org Sally Yarberry | Y | 0 |
| 14 | Job Research Consultant (Right Management) 1415 W. 22nd St Suite 1200 Oak Brook, Illinois 60523 Phone : 1-312-342-8508 Url : http://www.right.com/ Jessica West Manual Posting | N | 0 |
| 15 | Job/Bulletin Board | N | 1 |
| 16 | Linked In | N | 4 |

WGN-AM
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 17 | Loyola University 1032 W. Sheridan Rd Suvllian Center- SUITE 295 Chicago, Illinois 60660 Phone : 1-312-915-8843 Url : http://www.luc.edu James Connon Manual Posting | N | 0 |
| 18 | Moody Bible Institute 820 N. LaSalle Blvd Chicago, Illinois 60610 Phone : 312-329-4414 Url : http://www.moody.edu/home/ Email : patrick.friedline@moody.edu Patrick Friedline | N | 0 |
| 19 | National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks | N | 0 |
| 20 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 2 |
| 21 | Northwestern University (Career Services) 620 Lincoln Evanston, Illinois 60208 Phone : 847-467-7372 Url : http://www.northwestern.edu/ Email : val@northwestern.edu Valerie Schoonover | N | 0 |
| 22 | Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org/ Email : mmckinnonprice@rainbowpush.org Majorie McKinnon | N | 0 |
| 23 | Re-hire | N | 1 |

WGN-AM
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 24 | Southwest Suburban Cook County American Job Center (SERCO, INC.) 7222 W Cermak Rd Suite 301 North Riverside, Illinois 60546 Phone : 708-222-3100 Url : http://ides.state.il.us Email : havila@il.sercoghq.com Hugo Avila Prong 2 Ended Date: 1/27/2022 | N | 0 |
| 25 | St. Francis College 180 Remsen St. Brooklyn, New York 11201 Phone : 718-489-5262 Url : http://www.sfc.edu/ Email : nkinley@sfc.edu Naomi Kinley | N | 0 |
| 26 | The Chicago Urban League 4510 S Michigan Street Chicago, Illinois 60653 Phone : 773.285.5800 Url : www.TheChicagoUrbanleague.org Email : AWells@thechicagourbanleague.org Andrew Wells | Y | 0 |
| 27 | University of Chicago 1212 East 59th Chicago, Illinois 60637 Phone : 773-834-4902 Url : http://www.uchicago.edu/ Email : nrentas@uchicago.edu Nely Rentas | Y | 0 |
| 28 | Wheaton College 501 College Avenue Wheaton, Illinois Phone : 1-630-752-5000 Url : https://www.wheaton.csm.symplicity.com/employers/ Deborah Carlson Manual Posting | N | 0 |

WGN-AM
EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 29 | 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 18 |

WGN-AM
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|---------------|--|--|-------------------------------------|---|
| 1 | 9/3/2021 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a speaker before a Valparaiso University Foundations of Journalism class. He spoke about job qualifications, how to go from college to a career in journalism, the day-to-day life of a reporter, and opportunities at the station and within the broadcast industry. | 1 | News Director |
| 2 | Ongoing Event | 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, sales, production, sports and weather.</p> <p>The Station hosted two (2) interns in the fall of 2022. One (1) from Western Illinois University, and one (1) from Lewis University in Romeoville during the 2021 Fall Semester. The Station also is hosting two (2) interns in the summer of 2022. Both students from Northwestern University.</p> | 8 | Supervising Producer General Manager Audio Production Producer News Director |
| 3 | Ongoing Event | Participation in events or programs sponsored by educational institutions | Station personnel participated as a mentor for two [2] New Trier Township High School graduating seniors. She assisted and enlightened the next generation in her specific area of professional expertise. | 1 | General Manager |
| 4 | 5/5/2022 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a tour guide for a group [4] Columbia College students. He/she spoke about career decisions and job requirements within communications as well as offered a gave a tour of the station's facility | 4 | Supervising Producer General Manager Imaging Producer Producer (NE) |
| 5 | 7/12/2022 | Provision of training to management | The Station 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 procedure | 9 | General Manager General Sales Manager Traffic Manager News Director |