

WOBC, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP**EEO PUBLIC FILE REPORT****May 23, 2019 - May 31, 2020**

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
Multi-Media Journalist	2-5, 8-10, 12-13, 15-16, 18-20, 22-28, 31-34, 37-50, 54-55, 57-61	50
Multi-Media Journalist	1-5, 8-13, 15-16, 18-20, 22-28, 31-33, 37-43, 45-50, 54-55, 57-61	28
Multi-Media Account Manager	1-5, 8-13, 15-16, 18-20, 22-28, 32-33, 36-47, 49-50, 54-55, 57-61	61
Multi-Media Account Manager	1-5, 8-13, 15-16, 18-20, 22-28, 32-33, 36-47, 49-50, 54-55, 57-61	28
Assignment Editor / Digital Content Producer	1-5, 8-12, 15-16, 18-20, 22-29, 33, 37- 47, 49-50, 54-55, 57-61	58
Anchor / Multi-Media Journalist	1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 37-47, 49-50, 54-55, 57-61	50
Photojournalist	1-5, 8-13, 15-16, 18-20, 22-27, 29, 31- 33, 37-47, 49-50, 54-55, 57-61	13
Digital Account Executive	1-5, 8-13, 15-20, 22-29, 32, 36-37, 39- 47, 49-50, 54-55, 57-61	13
Digital Account Executive	1-5, 8-13, 15-20, 22-29, 32, 36-37, 39- 47, 49-50, 54-55, 57-61	13
Digital Account Executive	1-5, 8-13, 15-20, 22-29, 32, 36-37, 39- 47, 49-50, 54-55, 57-61	13
Promotions Writer/Producer/Editor	1-5, 8-16, 18-29, 32-33, 35, 37-40, 42- 47, 49-50, 52, 54-61	35
Multi-Media Journalist	1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 37-50, 53-55, 57-61	55
Digital Content Producer	1-5, 7-12, 15-16, 18-20, 22-29, 32-33, 37-47, 49-50, 54-55, 57-61	59
Local Programming Photographer/Editor	1-5, 8-12, 15-16, 18-20, 22-29, 32-33, 37-47, 49-50, 54-55, 57-61	28
Broadcast Maintenance Technician	1-5, 8-12, 15-16, 18-20, 22-30, 32-33, 37-44, 46-47, 49-50, 54-55, 57-61	30
Producer	1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	50
Community Affairs Producer Director	1-5, 8-12, 15-16, 18-20, 22-29, 32-33, 37-44, 46-47, 49-50, 54-55, 57-61	28
Lifestyle Programming Producer	1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 37-44, 46-47, 49-50, 54, 57-61	28

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Lifestyle Digital Producer / Digital Reporter	1-5, 8-12, 15-16, 18-20, 23-29, 32-33, 37-44, 46-47, 49-50, 54-55, 57-61	28
Multi-Media Journalist	1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	50
Multi-Media Journalist	1-5, 8-12, 15-16, 18-20, 22-29, 31-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	50
Community Strategy Manager	1-5, 8-13, 15-16, 18-20, 22-27, 29, 31-33, 37-44, 46-47, 49-50, 54-55, 57-61	50
Multi-Media Account Manager	1-5, 8-13, 15-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	59
Digital Sales Manager	1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	59
Lifestyle Videographer/Editor	1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	13
Commercial Producer/Shooter/Editor	1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	13
Commercial Producer/Shooter/Editor	1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	28
Broadcast Maintenance Technician	1-5, 8-13, 15-16, 18-20, 22-29, 32, 37-44, 46-47, 49-51, 54-55, 57-61	28
Production Operations Manager	1-5, 8-13, 15-16, 18-20, 22-29, 32-33, 35, 37-44, 46-47, 49-50, 54-55, 57-61	28
Promotion Manager	1, 3-4, 6, 8, 10, 15-16, 18-19, 23, 25, 27-29, 32, 40-41, 43-44, 49-50, 54, 57-60	58

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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	Access Kent - Sheldon Complex 121 Franklin SE Suite 130 Grand Rapids, Michigan 49507 Phone : 616.336.3914 Fax : 1-616-336-4015 Daryl Delabbio	N	0
2	Aquinas College Hruby Hall 1607 Robinson Road SE Grand Rapids, Michigan 49506 Phone : 616.632.2902 Url : http://www.aquinas.edu Fax : 1-616-732-4435 Sharon Smith	N	0
3	Benchmark Human Services 8515 Bluffton Road Ft. Wayne, Indiana 46809 Phone : 877.319.9669 Url : www.benchmarkhs.com Email : lrector@awsusa.com Fax : 1-260-444-0006 Lisa Rector	Y	0
4	Broadcast & Cinematic Arts 340 Moore Hall Central Michigan University Mt. Pleasant, Michigan 48859 Phone : 989.774.7279 Url : http://www.cmich.edu Email : kalis1m@cmich.edu Michelle Kalisek	Y	0
5	Calvin College 3201 Burton Street SE Grand Rapids, Michigan 49546 Phone : 616.526.6485 Url : http://www.calvin.edu Email : career@calvin.edu Fax : 1-616-526-6502 Karen Brewer	N	0
6	CareerBuilder.com	N	1
7	Central Michigan University 1200 S. Franklin St. Mt. Pleasant, Michigan 48849 Phone : 989-774-3068 Url : careers.cmich.edu Diane Prekert	N	0

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8	City of Pentecost Job Placement Center 3075 30th Street SW Grandville, Michigan 49418 Phone : 616.730.1775 Email : cop.workforce@gmail.com James McKinney	Y	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : info@michaelsmedia.com Michael Bille	N	0
10	Concerned Citizens Council 2645 Capilano Dr. SE Grand Rapids, Michigan 49546 Phone : 616.318.5754 Email : wdon9980@gmail.com Don Williams, Sr.	Y	0
11	Cornerstone University 1001 East Beltline NE Corum Student Union, 2nd Floor Grand Rapids, Michigan 49525 Phone : 616.222.1433 Url : http://www.cornerstone.edu Fax : 1-616-222-1434 Sue Yerke	N	0
12	Davenport University Career Services 6191 Kraft Ave SE Grand Rapids, Michigan 49512 Phone : 616.554.5394 Url : http://www.davenport.edu Email : grcs@davenport.edu Fax : 1-616-554-5394 Gail Beausoleil	N	0
13	Employee Referral	N	20
14	EntertainmentCareers.net 2118 Wilshire Blvd #401 Santa Monica, California 90403 Recruitment Staff Manual Posting	N	0

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15	Ferris State University 1201 S. State St. Big Rapids, Michigan 49307 Phone : 231.591.2000 Url : http://www.ferris.edu Email : clacs@ferris.edu Barbara Renne	Y	0
16	Gerald R. Ford Job Corps Center 110 Hall Street SE Grand Rapids, Michigan 49507 Phone : 6169653862 Url : www.jobcorpsnews.org/author/geraldrford Email : hampton.monique@jobcorps.org Monique Hampton	Y	0
17	GlassDoor	N	2
18	Goodwill Industries 750 First St NW Grand Rapids, Michigan 49504 Phone : 616.532.4200 Email : rpranger@goodwillgr.org Rich Pranger	Y	0
19	Goodwill Industries of Greater Grand Rapids 455 Grand Avenue NE Grand Rapids, Michigan 49503 Phone : 616.532.4200 Url : www.goodwillgr.org Email : tcalcagno@goodwillgr.org Tony Calcagno	Y	0
20	GR Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616-245-2207 Url : http://grurbanleague.org Fax : 1-616-245-7026 Job Listing	N	0
21	Graeme Newell Marketing Ideanet 602 Communications 4349 E Colter Street Phoenix, Arizona 85018 Phone : 6029548373 Url : http://602communications.com/site/2011/04/graeme-n Sandy Lizik 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
22	Grand Rapids Community College 143 Bostwick Ave NE Career Center, 3rd Floor, Room 336 Grand Rapids, Michigan 49503 Phone : 616.234.3891 Url : http://www.grcc.edu Fax : 1-616-234-3546 Paul Phifer	N	0
23	Grand Rapids First Church 2100 44th St. SW Wyoming, Michigan 49509 Phone : 616.531.2100 Email : judyp@grandrapidsfirst.org Judy Pepple	Y	0
24	Grand Rapids Press 155 Michigan NW Grand Rapids, Michigan 49503 Phone : 616.222.5529 Mary DeRade Manual Posting	N	0
25	Hispanic Center 1204 Grandville Ave SW Grand Rapids, Michigan 49503 Phone : 616-742-0200 Url : http://www.hispanic-center.org Email : eesparza@hispanic-center.org Fax : 1-616-742-0205 Evelyn Esparza-Gonzalez	N	0
26	Holland Sentinel 54 West 8th Holland, Michigan 49423 Phone : 616.392.4222 Url : www.hollandsentinel.com Debra Long Manual Posting	N	0
27	Hope College 141 E. 12th Street Holland, Michigan 49423 Phone : 616.395.7950 Url : http://www.hope.edu Email : wagner@hope.edu Katie Wagner	Y	0
28	Indeed.com	N	44

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29	Inner City Christian Federation 920 Cherry Street SE Grand Rapids, Michigan 49506 Phone : 616.336.9333 Url : www.iccf.org Email : tdouglas@iccf.org Traci Douglas	N	0
30	Job Fair	N	1
31	Journalism Jobs TBD Berkley, California Phone : 510.653.1521 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	0
32	Jubilee Jobs 935 Baxter Street SE Grand Rapids, Michigan 49506 Phone : 616.774.9944 Url : http://www.jubileejobs.org Fax : 1-616-774-5929 James Williamson	N	0
33	Kendall College of Art and Design 111 Division Ave North Ionia Building, Resource Center, 1st Floor Grand Rapids, Michigan 49503 Phone : 616.451.2787 x27 Url : http://www.kendall.edu Fax : 1-616-451-9867 Christine Brown	N	0
34	Kent County Veterans Services 836 Fuller Ave. NE Grand Rapids, Michigan 49503 Phone : 616.632.5722 Url : www.kentveterans.org Email : carrie.roy@kentcountymi.gov Carrie Roy	N	0
35	Linked In	N	15

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36	<p>Linked In Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 6506873600 Url : www.linkedin.com Jeff Weiner Manual Posting</p>	N	3
37	<p>Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone</p>	N	0
38	<p>Michigan Association of Broadcasters 819 North Washington Ave Lansing, Michigan 48906 Phone : 800.968.7622 Url : http://www.michmab.com Fax : 1-517-484-5810 Denise Westin</p>	N	0
39	<p>Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800.968.7622 Url : www.michmab.com Anne Cochrane Manual Posting</p>	N	0
40	<p>Michigan State University 290 Spartan Stadium Office Tower East Lansing, Michigan 48824 Phone : 517.355.6500 Url : http://www.msu.edu Email : hanson39@msu.edu Karin Hanson</p>	Y	0
41	<p>Michigan Works 144 East Fulton Street Grand Rapids, Michigan 49503 Phone : 616.336.4100 Fax : 1-616-336-4118 Beverly Drake</p>	N	0

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42	Mlive.com 339 E. Liberty Street Suite 210 Ann Arbor, Michigan 48104 Phone : 734.997.7090 Url : www.mlive.com Dawn Fisher Manual Posting	N	0
43	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
44	National Academy or TV Arts and Science 24903 Lois Lane Southfield, Michigan 48075 Phone : 248.827.0931 Url : http://www.natasmichigan.org Email : michigannatas@gmail.com Stacia Mottley	Y	0
45	National Academy or TV Arts and Science/MI 24903 Lois Lane Southfield, Michigan 48075 Phone : 248.827.0931 Url : http://www.natasmichigan.org Email : Michigannatas@gmail.com Michelle DeSouza	Y	0
46	National Alliance of State Broadcasters Associations 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4343977.3716 Url : www.careerpage.org Doug Easter Manual Posting	N	0
47	National Association of Black College Broadcasters P O Box 3191 Atlanta, Georgia 30326 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

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48	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626.792.3846 Url : www.nabjcareers.org April Kamaldinova Manual Posting	N	0
49	New Life Christian Center of Muskegon 1624 Hoyt Street Muskegon, Michigan 49442 Phone : 231.726.3019 Email : lanejoel@yahoo.com Pastor Joe Lane	Y	0
50	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
51	Professional/Industry Trade Organization	N	1
52	PromaxBDA 1522e Cloverfield Blvd Santa Monica, California 90404 Phone : 310.788.7600 Url : www.promax.org Fax : 1-310-788-7616 Anush Payaslyan Manual Posting	N	1
53	RTNDA The National Press Building 529 14th Street NW, Suite 1240 Washington , District of Columbia 20045 Phone : 2025368356 Url : www.rtnda.org Karen Hansen Manual Posting	N	0
54	Specs Howard School of Broadcast Arts 19900 West Nine Mile Rd Southfield, Michigan 48075 Phone : 248.358.9000 Url : http://www.specshoward.edu Email : jpoxson@specshoward.edu Jessica Poxson	Y	0

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55	TV Jobs PO Box 4116 Oceanside , California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	2
56	TV News Check 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 817.578.6324 Url : http://tvnewscheck.com Paul Greeley Manual Posting	N	0
57	Urban League 745 Eastern Ave SE Grand Rapids, Michigan 49503 Phone : 616.245.2207 Url : www.grurbanleague.org Email : mmartin@grurbanleague.org Fax : 1-616-245-7026 Marvin Martin	Y	0
58	WOOD TV - Internal Posting 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9067 Url : http://www.woodtv.com Julie Pierce Manual Posting	N	16
59	WOOD TV - web site 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9607 Url : http://www.woodtv.com Elizabeth Klynstra Manual Posting	N	16
60	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

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61	ZipRecruiter.com 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Url : www.ziprecruiter.com Recruitment Website Manual Posting	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			152

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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	10/16/2019	Participation in Job Fairs	The SEU participated Grand Valley State University Fall 2019 Career & Internship Fair at DeVos Place in Grand Rapids, MI. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	Community Affairs Director Unger
2	10/23/2019	Participation in Job Fairs	The SEU participated in the 2019 Michigan Association of Broadcasters Foundation Broadcast Media Career & Networking Fair at Grand Valley State University in Grand Rapids. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	1	News Director
3	2/26/2020	Participation in Job Fairs	The SEU participated in the Grand Valley State University Winter 2020 Career & Internship Fair at DeVos Place Convention Center in Grand Rapids, MI. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	Community Strategy Manager News Director
4	3/4/2020	Participation in Job Fairs	SEU participated in the 2020 Michigan Association of Broadcasters Foundation Broadcast Media Career & Networking Fair at the Great Lakes Media Show in Lansing. SEU personnel was able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	1	Community Strategy Manager

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5	5/7/2020	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 twenty-two (22) interns, from Bradley University, Central Michigan University, Ferris State University, Grand Valley State University, Hope College, Michigan State University, University of Alabama, Valparaiso and Western Michigan University, during the 2019 Summer Semester; five (5) interns, from Aquinas College, Central Michigan University, Grand Rapids Community College, Grand Valley State University and Western Michigan University, during the 2019 Fall Semester; and one (1) intern, from Hope College, during the 2020 Winter Semester.</p>	5	Community Affairs Director News Director Operations Manager Promotions Manager