

# WFRV, WJMN

## EEO PUBLIC FILE REPORT

**August 1, 2019 - July 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist/MMJ	2, 4-6, 8, 10-12, 14, 16-19, 21-23, 25	10
Photographer	4-6, 8, 10, 12, 14, 16, 18-19, 21, 23, 25	6
Account Executive	5-6, 10-11, 14, 16-19, 21-22, 24	22
Account Executive	5-6, 10-11, 14, 16-19, 21-22, 24	24
Account Executive	5, 8-12, 14, 16-21, 25	9
Multimedia Journalist	2, 5, 8-12, 14, 16-21	20
Production Assistant	5-6, 8, 10-12, 14, 16-19, 21-23, 25	23
News Director	4-8, 10-14, 16-19, 21-23, 25	10
Local Sales Manager	5, 7-12, 14-21, 25	7
Editor	4-6, 8, 10-12, 14, 16-19, 21-23, 25	5
Account Executive	5, 8-12, 14, 16-21, 25-26	5
Creative Services Director	4-6, 8, 10-12, 14, 16-19, 21-23, 25	23
Multimedia Journalist/Producer	2-3, 5-8, 10-12, 14, 16-19, 21-23, 25	10
Account Executive	4-6, 10-12, 14, 16-19, 21-25	5
Weekend Anchor/MMJ	2-8, 10-14, 16-19, 21-23, 25	5
Meteorologist/MMJ	2-3, 5-8, 10-12, 14, 16-19, 21-23, 25	7
Sports Anchor/Reporter	2, 5-7, 10-14, 16-19, 21-23, 25	13
Multimedia Journalist/Reporter	2-3, 5, 8-12, 14, 16-21, 25	5
News Producer	4-8, 10-12, 14, 16-19, 21-23, 25	7
Sports Anchor/Reporter	1-2, 5-6, 8, 10-12, 14, 16-19, 21-23, 25	5
Account Executive	5-6, 10-12, 14, 16-19, 21-25	24
Production Assistant	5-6, 10-12, 14, 16-19, 21-23, 25	23
News Producer	5-7, 10-12, 14, 16-19, 21-22, 25	7
Account Executive	5, 7-12, 14, 16-21	5

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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	1
2	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Michael Bille Manual Posting	N	0
3	Employee Referral	N	6
4	Facebook 1 Hacker Way Meno Park, California 94025 Phone : 650-853-1300 Url : <a href="http://www.facebook.com/business/products/ads">http://www.facebook.com/business/products/ads</a> Social Media Manual Posting	N	0
5	Indeed 7501 N. Capital of Texas Hwy. Building B Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Recruiting Source Manual Posting	N	42
6	Job Center of Wisconsin 325 N. Roosevelt St. Green Bay, Wisconsin 54301 Phone : 920-448-6760 Url : <a href="http://jobcenterofwisconsin.com">http://jobcenterofwisconsin.com</a> Roy Koeller Manual Posting	N	1
7	Linked In	N	23
8	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800-968-7622 Url : <a href="http://www.michmab.com">http://www.michmab.com</a> Dan Kelley Manual Posting	N	0

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9	Michigan Works! 201 N. Washington Sq. 3rd floor Lansing, Michigan 49813 Phone : 906-280-0002 Url : <a href="http://mitalent.org">http://mitalent.org</a> Wendy Beach Manual Posting	N	1
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25
11	Northeast Wisconsin Technical College P. O. Box 2277 Appleton, Wisconsin Phone : 920-735-5627 Url : <a href="http://www.wisconsintechconnect.com">http://www.wisconsintechconnect.com</a> WI Technical College System Manual Posting	N	0
12	Northern Michigan University 1401 Presque Isle Ave. 3302.3 Hedgcock Marquette, Michigan 49855 Phone : 906-227-2800 Url : <a href="http://www.myinterfase.com/nmu/employer">http://www.myinterfase.com/nmu/employer</a> Jim Gadzinski Manual Posting	N	0
13	Professional/Industry Trade Organization	N	3
14	St. Norbert College 100 Grant St. De Pere, Wisconsin 54115 Phone : 920-565-1388 Url : <a href="http://app.purplebriefcase.com/pb/account/login?s=Purple Briefcase">http://app.purplebriefcase.com/pb/account/login?s=Purple Briefcase</a> Purple Briefcase Manual Posting	N	0
15	The Mining Journal 249 W. Washington Marquette, Michigan 49855 Phone : 906-228-2500 Url : <a href="http://www.miningjournal.net">http://www.miningjournal.net</a> Sharon Johnson Manual Posting	N	0

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16	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
17	University of Michigan Alumni Association 200 Fletcher St. Ann Arbor, Michigan Phone : 800-847-4764 Url : <a href="http://alumni.umich.edu/career/employers">http://alumni.umich.edu/career/employers</a> Katie Ehnis Manual Posting	N	0
18	University of Wisconsin-Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : <a href="http://www.myinterfase.com/wisconsin/employer">http://www.myinterfase.com/wisconsin/employer</a> Wisconsin Job 4 Grads Manual Posting	N	0
19	University of Wisconsin-Oshkosh 759 Elmwood Ave. Suite 125 Oshkosh, Wisconsin 54901 Url : <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> Handshake Colleges Manual Posting	N	0
20	UPMatters.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.upmatters.com/jobs">http://www.upmatters.com/jobs</a> Kathy Hoffman Manual Posting	N	2
21	UW-Madison Letters and Sciences Career Services 1305 Linden Dr. Madison, Wisconsin Phone : 608-262-3921 Url : <a href="https://ls-wisc.csm.symplicity.com">https://ls-wisc.csm.symplicity.com</a> Pamela Garcia-Rivera Manual Posting	N	0

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22	WeAreGreenBay.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.wearegreenbay.com/jobs">http://www.wearegreenbay.com/jobs</a> Kathy Hoffman Manual Posting	N	3
23	WFRV-TV internal posting 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.wearegreenbay.com">http://www.wearegreenbay.com</a> Kathy Hoffman Manual Posting	N	9
24	WFRV-TV on air 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.wearegreenbay.com">http://www.wearegreenbay.com</a> Kathy Hoffman Manual Posting	N	5
25	Wisconsin Broadcasters Association 44 E. Mifflin St Suite 900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : <a href="http://www.wi-broadcasters.org">http://www.wi-broadcasters.org</a> Linda Baun Manual Posting	N	0
26	WJMN-TV on air 3165 Wright Street Suite 101 Marquette, Michigan 49855 Phone : 920-437-5411 Kathy Hoffman Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>122</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	9/19/2019	Participation in Job Fairs	The SEU participated at the St. Norbert College Fall Career & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	Digital Content Director Business Administrator
2	9/25/2019	Participation in Job Fairs	The SEU participated at the UW-Green Bay 2019 Fall Job & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	Production Manager Business Administrator
3	10/16/2019	Participation in Job Fairs	The SEU participated at the Fall Semester Job Fair 2019 at Northern Michigan University. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	1	News Director
4	11/21/2019	Participation in events or programs sponsored by educational institutions	SEU personnel hosted Mass Media students from Marian University. SEU personnel discussed career opportunities and job requirements at the SEU and within the broadcast industries.	4	General Manager News Director Digital Content Director Production Manager
5	2/11/2020	Participation in Job Fairs	The SEU participated at the St. Norbert College Spring Career & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	News Director Business Administrator
6	3/4/2020	Participation in Job Fairs	The SEU participated at the UW-Green Bay 2020 Spring Job & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the SEU and in the broadcasting industry.	2	News Director Production Manager
7	3/7/2020	Participation in events sponsored by community groups	SEU personnel attended the Wisconsin Broadcasters Association Student Seminar, which was held in Middleton, Wisconsin. During that event, SEU personnel networked with students and discussed broadcasting jobs in general and at the SEU and provided guidance on how and where to apply for jobs at Nexstar.	2	News Director Digital Content Director

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8	6/29/2020	Establishment of an intern program designed to assist members of the community	The SEU 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 SEU hosted one (1) intern from Syracuse University during the 2020 Summer Semester.	1	News Director