

# WFRV, WJMN

## 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
Account Executive	4, 6, 8, 10-13, 15, 17-18, 21-22, 24	13
Digital News Producer	4, 6-8, 10-12, 14-18, 20-22, 24	7
Reporter/Meteorologist	1, 4, 6-8, 10, 12, 15, 17-18, 20-22, 24	15
News Director	4-6, 8, 10, 15, 17-18, 20-22, 24	5
Account Executive	2, 4-5, 9-10, 12, 15-20, 24	5
Master Control Operator	3-4, 6, 8, 10-12, 14-15, 17-18, 20-22, 24	22
Morning News Producer	3-4, 6-8, 10-12, 14-15, 17-18, 20-22, 24	4
Reporter/Multimedia Journalist	1, 3-4, 6, 8, 10, 14-15, 17-18, 20-22, 24	21
Local Sales Manager	2-4, 6, 8, 10-11, 15-18, 21-22, 24	4
Multimedia Journalist	1, 4, 8-10, 12, 15-16, 19, 24	19
Account Executive	3-4, 6, 10-11, 15-18, 20-24	23
Photographer	3-4, 6-8, 10-12, 14-18, 20-22, 24	21
Digital Account Executive	3-4, 6, 8, 10-12, 14-18, 20-22, 24	4
Multimedia Journalist	1, 4, 8-10, 12, 15-20, 24	19
Multimedia Journalist	1, 4, 8-10, 12, 15-20, 24	4
Photographer	4, 6-8, 10-12, 14-18, 20-22, 24	7
Multimedia Journalist-Bureau Reporter	1, 4, 6, 10-11, 14-15, 17-18, 20-22, 24	15
Director	3-4, 6, 8, 10-12, 14-15, 17-18, 20-22, 24	22
News Director	4, 7-10, 12, 15, 17-20, 24	4
Graphic Designer Editor	3-4, 6, 10-12, 14-18, 20-22, 24	21
Graphic Design Editor	3-4, 6, 10-12, 14-18, 20-22, 24	4
Account Executive	4, 8-12, 14-16, 19	19
Account Executive	3-4, 6, 10-11, 14-15, 17-18, 20-24	4

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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	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
2	Employee Referral	N	3
3	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
4	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	59
5	Internal Promotion	N	2
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	0
7	Linked In	N	6
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	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
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	Re-hire	N	1
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=">http://app.purplebriefcase.com/pb/account/login?s=</a> Purple Briefcase Manual Posting	N	0
15	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	5

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16	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
17	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
18	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	1
19	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	4
20	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
21	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	10

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**EEO PUBLIC FILE REPORT**

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22	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	8
23	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	3
24	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>107</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	10/3/2018	Participation in Job Fairs	The SEU participated at the University of Wisconsin-Green Bay Fall Job and Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Production Manager Business Administrator
2	11/19/2018	Participation in events or programs sponsored by educational institutions	The SEU participated as a speaker at Lourdes Academy. They spoke about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	4	Digital Content Producer General Manager Producer Business Administrator
3	12/18/2018	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 two (2) interns from St. Norbert College during the 2019 Spring Semester, and one (1) intern from the University of Wisconsin-Stevens Point during the 2019 Summer Semester.	3	General Manager News Director Executive Producer
4	1/30/2019	Provision of training to management	The SEU's hiring managers attended an EEO training session sponsored by the Wisconsin Broadcaster Association, which focused on the EEO recruiting and retention process.	1	General Manager
5	2/27/2019	Participation in Job Fairs	The SEU participated at the University of Wisconsin-Green Bay Spring Job and Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Production Manager Business Administrator
6	4/8/2019	Participation in events sponsored by community groups	SEU participated in Wisconsin's Future Business Leaders of America State Conference Business Career day. SEU personnel spoke about job qualifications and career and opportunities at the Stations and within the broadcast industry.	4	General Sales Manager Local Sales Manager Program Manager Business Administrator

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7	4/9/2019	Participation in events sponsored by community groups	SEU participated in Wisconsin's Future Business Leaders of America State Conference Business Career day. SEU personnel spoke about job qualifications and career and opportunities at the Stations and within the broadcast industry.	4	General Sales Manager Local Sales Manager Program Manager Business Administrator
8	4/10/2019	Participation in Job Fairs	The SEU participated at Northeast Wisconsin Technical College Business Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Creative Services Director Production Manager Business Administrator