

WFRV, WJMN

EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 2021

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
Digital MMJ/Producer	1-5, 7-9, 11-15, 17-20	2
Morning News Anchor/Reporter	2-5, 7-9, 11-15, 17-20	4
Anchor	2-4, 7-9, 11-15, 17-19	4
Account Executive	2, 5-9, 11-17, 20	2
Account Executive	2, 5-9, 11-17, 20	16
Master Control Operator	2-4, 7-9, 11-15, 17-20	19
Motion Graphics Designer/Editor	2-4, 7-9, 11-15, 17-19	2
Fox Valley MMJ/Producer	1-5, 7-9, 11-15, 17-19	4
Digital Content Director	2-5, 7-15, 17-20	19
Account Executive	2-3, 7-9, 11-15, 17-20	18
Anchor/Producer/Reporter	2, 4-9, 11-17, 19-20	16
Digital Producer/Weekend Producer	1-5, 7-9, 11-15, 17-20	4
Editor/Photographer	2-5, 7-9, 11-15, 17-20	4
Producer	2-4, 7-9, 11-15, 17-18	2
Digital Producer	2-4, 7-9, 11-15, 17-19	2
Multimedia Journalist	1-2, 4-9, 11-17, 19-20	4
Multimedia Journalist	1-2, 4-9, 11-17, 20	1
Account Executive	2, 5-9, 11-17, 20	2
Morning Multimedia Journalist	2-5, 7-9, 11-15, 17-18, 20	2
Commercial/Promotions Producer	2-3, 5, 7-9, 11-15, 17-20	2
Sales and Traffic Assistant	2-3, 5, 7-9, 11-15, 17-20	18
Digital/Broadcast Producer	2-5, 7-9, 11-15, 17-20	4
Photographer	2-5, 7-9, 11-15, 17-20	2
Photographer/Editor	2-5, 7-9, 11, 13-15, 17-20	2
Commercial/Promotions Producer	2-5, 7-9, 11, 13-15, 17-20	4
Photographer/News-Sports Editor	2-5, 7-9, 11, 13-15, 17-20	7
Production Assistant	2-3, 5, 7-9, 11, 13-15, 17-20	19

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Multimedia Journalist/Producer	2-5, 7-9, 11, 13-15, 17-20	4
Account Executive	2-3, 5, 7-9, 11, 13-15, 17-20	2

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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	CareerBuilder.com	N	6
2	Indeed 7501 N. Capital of Texas Hwy. Building B Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Recruiting Source Manual Posting	N	60
3	Job Center of Wisconsin 325 N. Roosevelt St. Green Bay, Wisconsin 54301 Phone : 920-448-6760 Url : http://jobcenterofwisconsin.com Roy Koeller Manual Posting	N	0
4	Linked In	N	52
5	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800-968-7622 Url : http://www.michmab.com Dan Kelley Manual Posting	N	0
6	Michigan Works! 201 N. Washington Sq. 3rd floor Lansing, Michigan 49813 Phone : 906-280-0002 Url : http://mitalent.org Wendy Beach Manual Posting	N	0
7	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Northeast Wisconsin Technical College P. O. Box 2277 Appleton, Wisconsin Phone : 920-735-5627 Url : http://www.wisconsintechconnect.com WI Technical College System Manual Posting	N	0
9	Northern Michigan University 1401 Presque Isle Ave. 3302.3 Hedgcock Marquette, Michigan 49855 Phone : 906-227-2800 Url : http://www.myinterfase.com/nmu/employer Jim Gadzinski Manual Posting	N	0
10	Professional/Industry Trade Organization	N	1
11	St. Norbert College 100 Grant St. De Pere, Wisconsin 54115 Phone : 920-565-1388 Url : http://app.purplebriefcase.com/pb/account/login?s= Purple Briefcase Manual Posting	N	0
12	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
13	University of Michigan Alumni Association 200 Fletcher St. Ann Arbor, Michigan Phone : 800-847-4764 Url : http://alumni.umich.edu/career/employers Katie Ehnis Manual Posting	N	0
14	University of Wisconsin-Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : http://www.myinterfase.com/wisconsin/employer Wisconsin Job 4 Grads 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
15	University of Wisconsin-Oshkosh 759 Elmwood Ave. Suite 125 Oshkosh, Wisconsin 54901 Url : https://app.joinhandshake.com/login Handshake Colleges Manual Posting	N	0
16	UPMatters.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : http://www.upmatters.com/jobs Kathy Hoffman Manual Posting	N	3
17	UW-Madison Letters and Sciences Career Services 1305 Linden Dr. Madison, Wisconsin Phone : 608-262-3921 Url : https://ls-wisc.csm.symplicity.com Pamela Garcia-Rivera Manual Posting	N	0
18	WeAreGreenBay.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : http://www.wearegreenbay.com/jobs Kathy Hoffman Manual Posting	N	4
19	WFRV-TV internal posting 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : http://www.wearegreenbay.com Kathy Hoffman Manual Posting	N	6
20	Wisconsin Broadcasters Association 44 E. Mifflin St Suite 900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : http://www.wi-broadcasters.org Linda Baun Manual Posting	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			144

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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	9/30/2020	Participation in Job Fairs	SEU participated at the UW-Green Bay 2020 Fall Job & Internship Fair. SEU personnel were able to meet with students virtually and discuss vacancies at the SEU and in the broadcasting industry.	3	News Director Production Manager Administrative Assistant
2	1/11/2021	Participation in scholarship programs	SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there was one (1) recipient from Bay College.	1	VP/General Manager
3	2/18/2021	Participation in Job Fairs	SEU participated at the St. Norbert College Spring Virtual Career & Internship Fair. SEU personnel were able to meet with students virtually and discuss vacancies at the SEU and in the broadcasting industry.	4	Production Manager News Director Digital Media Manager Administrative Assistant
4	3/4/2021	Participation in Job Fairs	SEU participated at the UW-Green Bay 2021 Virtual Spring Job & Internship Fair. SEU personnel were able to meet with students virtually and discuss vacancies at the SEU and in the broadcasting industry.	4	Production Manager News Director Digital Media Manager Administrative Assistant
5	4/7/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a virtual speaker at the Cal State Fullerton Capstone Class. He spoke about the news industry and job opportunities at the Station and in the broadcasting industry.	1	News Director
6	5/18/2021	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. SEU hosted two (2) interns, from St. Norbert College, during the 2021 Summer Semester; and one (1) intern from the University of Wisconsin-Milwaukee, during the 2021 Summer Semester.	4	News Director Editor Manager Digital Content Director Operations Manager