

WCIA, WCIX 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 |
|-------------------------------------|---|-----------------------|
| National Sales Assistant | 6, 12-13, 15, 18, 27-28, 30-32, 34, 36, 38-39, 41, 43, 46-49, 52-53, 55 | 18 |
| Morning Show Producer | 1-6, 9-15, 17-18, 20-23, 25, 27-46, 48-49, 51-55 | 31 |
| Digital Data Reporter | 1-3, 5-6, 9-13, 15, 17-18, 20-23, 25, 27-28, 30-32, 34-46, 48-55 | 55 |
| Digital Data Reporter | 1-3, 5-6, 9-13, 15, 17-18, 20-23, 25, 27-28, 30-32, 34-46, 48-55 | 55 |
| Digital Data Reporter | 1-3, 5-6, 9-13, 15, 17-18, 20-23, 25, 27-28, 30-32, 34-46, 48-55 | 55 |
| Digital Content Producer/Reporter | 7-8, 15-16, 30-32, 34, 36, 38, 46-48, 52, 55 | 16 |
| MMJ/Reporter | 8, 16, 31, 34, 46-47, 52, 55 | 16 |
| Producer I, Commercial | 7-8, 15, 19, 24, 26, 30-32, 34, 36, 38, 46-48, 55 | 24 |
| Specialist IV, Lead Website Support | 16, 52 | 16 |
| Director I, Production | 15, 24, 30-32, 34, 36, 38, 46, 48, 52-53, 55 | 24 |
| Digital Content Producer/Reporter | 31, 52 | 52 |
| Morning Show Reporter/Anchor | 16, 24, 31-32, 46, 52 | 16 |
| 5am/6am Prodcer I, News | 16, 19, 31-32, 46, 52 | 46 |
| MMJ/Reporter | 16, 31-32, 46, 52 | 46 |
| 5pm & 9pm Producer I, News | 16, 31-32, 46, 52 | 46 |

WCIA, WCIX
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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 | Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp | N | 0 |
| 2 | Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : yayacm@msn.com Job Placement | N | 0 |
| 3 | Beloit College/Field & Career Services 700 College Street Beloit, Wisconsin 53511 Phone : 608-363-2647 Email : facs@beloit.edu Luke Janiak-Fenton | N | 0 |
| 4 | Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services | N | 0 |
| 5 | Cambodian Assocation of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator | N | 0 |
| 6 | Champaign Chamber of Comm. 303 W. Kirby Ave. 303 W. Kirby Ave. Champaign, Illinois 61820 Phone : 217-359-1791 Caryn Isenhower Manual Posting | N | 0 |
| 7 | Champaign Consortium 1307 Mattis Ave. Champaign, Illinois 61821 Phone : 217-278-5732 Email : dnatia.lust@illinois.gov Danita Lust | N | 0 |

**WCIA, WCIX
EEO PUBLIC FILE REPORT**

August 1, 2019 - July 31, 2020

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 | Champaign News Gazette 15 E. Main Street Champaign, Illinois 61820 Phone : 217-351-5266 Email : broegner@newsgazett.com Beth Roegner | N | 0 |
| 9 | Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement | N | 0 |
| 10 | Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta | N | 0 |
| 11 | Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey | N | 0 |
| 12 | Craig's List 1381 9th Ave. San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.craigslis.org Job Listings Manual Posting | N | 0 |
| 13 | Decatur Herald & Review 601 East William St. Decatur, Illinois 62523 Phone : 217-421-7919 Url : http://www.herald-review.com Carol Collins Manual Posting | N | 0 |
| 14 | DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Tom Cath | N | 0 |

**WCIA, WCIX
EEO PUBLIC FILE REPORT**

August 1, 2019 - July 31, 2020

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 |
|------------------|--|--|---|
| 15 | Eastern Illinois University 1301 Human Services Charleston, Illinois 61920 Phone : 217-581-2412 Url : http://https://www.eiu.edu/careers/post_jobs.php Email : lkhugg@eiu.edu Fax : 1-217-581-2222 Lisa Hugg | N | 0 |
| 16 | Employee Referral | N | 12 |
| 17 | Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : 312-553-5600 Fax : 1-312-553-3130 James W. Sloss Jr. | N | 0 |
| 18 | Indeed 470 West Avenue Suite #2002 Stamford, Connecticut 6902 Phone : 800-475-4361 Url : http://www.indeed.com Job Listings Manual Posting | N | 3 |
| 19 | Indeed.com | N | 2 |
| 20 | Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly | N | 0 |
| 21 | Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement | N | 0 |
| 22 | Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley | N | 0 |

WCIA, WCIX
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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 |
|------------------|--|--|---|
| 23 | Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch | N | 0 |
| 24 | Internal Promotion | N | 6 |
| 25 | Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone | N | 0 |
| 26 | Linked In | N | 1 |
| 27 | Media Recruiter.com 9457 S. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting | N | 0 |
| 28 | MediaLine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Job Listings Manual Posting | N | 0 |
| 29 | Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : career-center@millikin.edu Pam Folger | N | 0 |
| 30 | Millikin University 1184 W. Main St. Decatur, Illinois 62522 Phone : 217-424-6211 Email : pmfolger@mail.millikin.edu Pamela Folger | N | 0 |

WCIA, WCIX
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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 |
|-----------|---|---|--|
| 31 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 20 |
| 32 | Office of Rehab Services 1307 N. Mattis Ave. Champaign, Illinois 61821 Phone : 217-278-3500 Email : michelle.butsch@illinois.gov Michelle Butsch | N | 0 |
| 33 | Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin | N | 0 |
| 34 | Parkland College 2400 W. Bradley Champaign, Illinois 61821 Phone : 217-373-3870 Url : http://www.collegecentral.com Job Listings Manual Posting | N | 0 |
| 35 | Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson | N | 0 |
| 36 | Pilgrim Missionary Baptist Church 1310 N. 6th St. Champaign, Illinois 61820 Phone : 217-356-9633 Email : cacarter5457@yahoo.com Connie Carter | N | 0 |
| 37 | Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs | N | 0 |

WCIA, WCIX
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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 |
|-----------|--|---|--|
| 38 | Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7211 Email : joliver@richland.edu John Oliver | N | 0 |
| 39 | Spots N Dots 1635 Old Highway 41 NW Suite 112 Kennesaw, Georgia 30152 Phone : 888-884-2630 Gene McKay Manual Posting | N | 0 |
| 40 | Springfield Urban League 100 N. 11th Springfield, Illinois 62703 Phone : 217-789-0830 Email : knorris@springfieldul.org John James | N | 0 |
| 41 | State Journal Register 1 Copley Plaza Springfield, Illinois 62701 Phone : 217-788-1330 Url : http://www.sj-r.com Angela Stewart Manual Posting | N | 0 |
| 42 | The JobFile - Illinois News Broadcasters Assoc. 1 University Circle Macomb, Illinois 61455 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts | N | 0 |
| 43 | The Love Corner 312 E. Broadway Ave. Champaign, Illinois 61820 Phone : 217-359-6920 Gail Redding Manual Posting | N | 0 |
| 44 | The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder | N | 0 |

WCIA, WCIX
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

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 |
|------------------|--|--|---|
| 45 | Triton College 2000 Fifth Avenue River Grove, Illinois 60171 Phone : 708-456-0300 Email : careerservices@triton.edu Fax : 1-708-583-3108 Shivonne Mckissee | N | 0 |
| 46 | TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting | N | 9 |
| 47 | TVNews Check 24 West Landcaster Ave. Suite #205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Email : phersh@newscheckmedia.com Patty Hersh | N | 0 |
| 48 | UIS Par Program 1 University Plaza Springfield, Illinois 62703 Phone : 217-206-7494 Email : wheeler.charles@uis.edu Charlie Wheeler | N | 0 |
| 49 | University of IL Alumni Assoc. 601 S. Lincoln Ave. Urbana, Illinois 61801 Phone : 217-333-1471 Url : http://www.uiaa.org/careers Job Listings Manual Posting | N | 0 |
| 50 | Valparaiso University - Career Center 1509 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5005 ext 7101 Url : www.valpo.edu/career-center/ Email : tom.cath@valpo.edu Tom Cath | N | 0 |

WCIA, WCIX
EEO PUBLIC FILE REPORT

August 1, 2019 - July 31, 2020

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|--|---|--|---|
| 51 | Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm | N | 0 |
| 52 | WCIA 509 S. Neil Street Champaign, Illinois 61820 Phone : 217-373-3606 Email : cward@wcia.com Christina Ward | N | 23 |
| 53 | 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 |
| 54 | WZND Radio at Illinois State University Illinois State University Campus Box 4481 Normal, Illinois 61790 Phone : 309-438-7409 Email : dllesse@ilstu.edu Deb Lesser | N | 0 |
| 55 | YouTube Recruitment 901 Cherry Ave. San Bruno, California 94066 Phone : 650-253-0000 Url : http://ecorporateoffices.com /YouTube Offices Manual Posting | N | 13 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 89 |

WCIA, WCIX
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 2020

III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|--------------------------------------|
| 1 | 10/9/2019 | Participation in Job Fairs | The SEU participated at the Lincoln College Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 2 | Productions Manager Sales Manager |
| 2 | 3/3/2020 | Participation in Job Fairs | The SEU participated in Career Fair for Military and Military-Affiliated Students. SEU personnel were able to meet with students virtually and discuss vacancies at the Stations and in the broadcasting industry. The SEU collected resumes and posted them via SharePoint for managers to review | 1 | HR Director |
| 3 | 3/18/2020 | Participation in Job Fairs | The SEU participated at the Diversity & Inclusion Virtual Career Fair. SEU were able to speak and meet students virtually and discuss vacancies not only at the station but within the broadcasting industry. The SEU collected resumes and posted them via SharePoint for managers to review | 1 | HR Director |
| 4 | 6/9/2020 | 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 operations, including news, production sports and weather. The SEU hosted three (3) interns from the The University of Illinois, Illinois State University, Olivet during the 2020 Spring and Summer Semester. | 2 | Production Manager Metcalff |
| 5 | 6/25/2020 | Participation in Job Fairs | The SEU participated at the Specialty Business Master's Degree Career Fair. The SEU were able to speak and meet students virtually and discuss vacancies not only at the station and within the broadcasting industry. The SEU collected resumes and post them via SharePoint for managers to review. | 1 | HR Director |