

# WCIA, WCIX EEO PUBLIC FILE REPORT

**August 1, 2021 - July 31, 2022**

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
Anchor III, Reporter	1-4, 6-7, 9, 11, 13-23	9
Director of Sales	1-4, 6-7, 11, 13-23	13
Morning Show Reporter/Anchor	6, 9-11, 13, 15, 17, 20, 22-23	10
Assistant I, Production	1-4, 6-7, 9, 11, 13-23	9
MMJ/Reporter	6, 9, 13, 15, 17, 20, 22-23	9
Director III, News	1-4, 6-7, 9, 11, 13-23	9
Evening Newscast Producer	1-7, 11, 13-23	5
Digital Content Producer	1-4, 6-7, 11, 13-23	13
Digital Content Producer	1-4, 6-7, 11, 13-23	13
Digital Reporter	1-4, 6-8, 11-23	12
MMJ/Reporter	1-4, 6-7, 9, 11, 13-16, 18-23	13
MMJ/Reporter	1-4, 6-7, 9, 11, 13-16, 18-23	21
Executive Producer, Morning Sho	1-4, 6-7, 9-11, 13-16, 18-23	10
Weekend Morning Anchor / MMJ	1-4, 6-7, 10-11, 13-16, 18-23	10
Director I, Production	1-4, 6-7, 9, 11, 13-16, 18-23	9
Account Executive	1-4, 6-7, 11, 13-16, 18-23	13
Reporter-MMJ/Associat Producer	1-4, 6-11, 13-16, 18-23	9
Assistant I, Sales	1-4, 6-7, 11-16, 18-23	22
Digital Reporter	1-4, 6-7, 11, 13-16, 18-23	22
Lifestyle Show Host	1-4, 6-7, 11, 13-16, 18-23	13
Weekend Anchor/Reporter	1-4, 6-7, 10-11, 13-16, 18-23	10
Morning News Producer	1-7, 9, 11, 13-16, 18-23	5
Newscast Producer	1-4, 6-7, 11, 13-16, 18-23	21

Nexstar did not actively distribute job vacancy notices to Indeed or LinkedIn. However said sources re-posted some but not all of the SEU's www.Nexstar.tv job vacancy notices without Nexstar's knowledge.

Recruiting Sources 1/Aurora University, 2/Columbia College Chicago, 3/Eastern Illinois University and 4/Elmhurst University were added on08/05/2022.

Recruiting Source 17/Richland Community College was deleted on 08/14/2022.

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Reporter	1-7, 11, 13-16, 18-23	5
Manager III, Production	1-4, 6-7, 9, 11, 13-16, 18-23	9

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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	Aurora University 347 South Gladstone Avenue Aurora, Illinois 60506 Phone : 630-844-5403 Url : <a href="https://www.aurora.edu">https://www.aurora.edu</a> Tony Nair Manual Posting	N	0
2	Columbia College Chicago 754 South Wabash Avenue Chicago, Illinois 60605 Phone : 312-369-7280 Url : <a href="http://www.colum.edu/careercenter">http://www.colum.edu/careercenter</a> Eric Wordlow Manual Posting	N	0
3	Eastern Illinois University 1301 Human Services Charleston, Illinois 61920 Phone : 217-581-2412 Url : <a href="http://https://www.eiu.edu/careers/post_jobs.php">http://https://www.eiu.edu/careers/post_jobs.php</a> Bobbi Kingery Manual Posting	N	0
4	Elmhurst University 190 Prospect Ave Elmhurst, Illinois 60126 Phone : 630-617-3460 Url : <a href="https://elmhurst.edu">https://elmhurst.edu</a> Alfie Chelette Manual Posting	N	0
5	Employee Referral	N	4
6	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> Debra Grey	N	0
7	Illinois Institute of Technology 3201 South State Street Chicago, Illinois 60616 Phone : 312.567.3000 Url : <a href="https://web.iit.edu">https://web.iit.edu</a> Desmond Jetton Manual Posting	N	0

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8	Indeed.com	N	5
9	Internal Promotion	N	13
10	Intracompany Transfer	N	6
11	Lincoln Land Community College 5250 Shepherd Rd Springfield, Illinois 62794-9256 Phone : 217-786-4691 Url : <a href="https://llcc.emsicc.com/">https://llcc.emsicc.com/</a> Cathy Huffman Manual Posting	N	0
12	Linked In	N	2
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	38
14	North Central College 30 N Brainard St Naperville, Illinois 60540 Phone : 630-637-5141 Url : <a href="http://northcentralcollege.edu/home">http://northcentralcollege.edu/home</a> Haydee Nunez Manual Posting	N	0
15	Office of Rehab Services 1307 N. Mattis Ave. Champaign, Illinois 61821 Phone : 217-278-3500 Email : <a href="mailto:michelle.butsch@illinois.gov">michelle.butsch@illinois.gov</a> Michelle Butsch	N	0
16	Olivet Nazarene University 1 University Avenue Bourbonnais, Illinois 60914 Phone : 815-939-5243 Url : <a href="https://www.olivet.edu">https://www.olivet.edu</a> Not Listed Manual Posting	N	0

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<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>
17	Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7211 Email : gbrunner@richland.edu Gabriela Brunner	N	0
18	Southern Illinois University 1263 Lincoln Dr Carbondale, Illinois 62901 Phone : 618-453-2391 Url : <a href="https://careerdevelopment.siu.edu">https://careerdevelopment.siu.edu</a> Eric Secrist Manual Posting	N	0
19	The University of Chicago 1212 E 59th St Chicago, Illinois 60637 Phone : (773) 702-7040 Url : <a href="https://careeradvancement.uchicago.edu/">https://careeradvancement.uchicago.edu/</a> Email : <a href="mailto:careeradvancement@uchicago.edu">careeradvancement@uchicago.edu</a> Melissa Smith	N	0
20	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Job Listings Manual Posting	N	0
21	University of Illinois 715 Wright St Champaign , Illinois 61820 Phone : 217-333-0820 Url : <a href="http://hireillini.illinois.edu">http://hireillini.illinois.edu</a> Email : <a href="mailto:hireillini@illinois.edu">hireillini@illinois.edu</a> Career Center	N	2
22	WCIA 509 S. Neil Street Champaign, Illinois 61820 Phone : 217-373-3606 Email : <a href="mailto:cward@wcia.com">cward@wcia.com</a> Christina Ward	N	9

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<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>
23	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>79</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	Ongoing Event	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 operations, including news, production, sports, and weather.</p> <p>The SEU hosted three (3) intern from the University of Illinois during the 2021 Fall Semester; three (3) interns from the University of Illinois; one (1) intern from the University of the Illinois Springfield; two (2) inters from Eastern Illinois University; one(1) McKendree University during the 2022 Summer Semester.</p>	4	Production Manager Chief Meteorologist Sports Director News Director
2	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Illinois Broadcasters Association, a media/trade organization with a broad based membership, including the participation of women and minorities.	2	GM HR Administrator
3	5/3/2022	Participation in events or programs sponsored by educational institutions	The SEU participated in the David Jones Persuasive Speech Contest - hosted by Parkland College. SEU personnel participated as judges - allowing students to receive feedback on their presentations.	1	Production Manager
4	7/12/2022	Establishment of training programs for station personnel	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	5	General Manager HR Director News Director Director of Sales