

WCIA, WCIX

EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
Reporter-MMJ/Associat Producer	1, 4-6, 8-12, 15, 18-27	12
Manager III, Local Sales	1, 3-9, 11, 15-16, 18-27	11
Producer I, Commercial	1, 4-6, 8-10, 15-16, 18-27	16
Specialist IV, Lead Website Support	1, 4-6, 8-10, 15-16, 18-27	10
State Capitol Reporter	1, 3-6, 8-9, 15-16, 18-27	16
Producer I, Promotions	2, 8, 10, 13, 16, 18, 24-27	10
Producer I, Promotions	2, 8, 10, 13, 16, 18, 24-27	10
Digital News Producer	17-18, 26	26
Assistant I, Sales	2, 8, 10-11, 14, 16, 18, 24-27	16
Reporter I, MultiMedia Journalist	2-3, 7-8, 10, 14, 16, 18, 24-27	16
Morning Show Meteorologist	2, 7-8, 10, 12, 14, 16, 18, 24-27	12
Meteorologist	2-3, 7-8, 10-11, 14, 16-18, 24-27	11
Primary News Anchor	2, 7-8, 10, 14, 16, 18, 24-27	7
Executive Producer III, Digital Content	2, 8, 10, 14, 16, 18, 24-27	16
Videographer & Photographer I, News	2-3, 8, 10, 14, 16, 18, 24-27	16
Producer I, News	2, 7-8, 10, 14, 16, 18, 24-27	16
National Sales Assistant	2, 7-8, 14, 16-18, 24-27	16
MMJ/Reporter	2, 7-8, 14, 16-18, 24-27	16
Assistant, Production	2-3, 7-8, 10-11, 14, 16-18, 24-27	11
Multi-Media Sales Manager	2, 7-8, 14, 16-18, 24-27	16
Anchor III, News	2, 8, 11, 14, 17-18, 24-27	11

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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 : https://www.aurora.edu Tony Nair Manual Posting	N	0
2	Beonair Network of Media Schools 455 Eisenhower Lane S. #200 Lombard, Illinois 60148 Phone : 234-203-2768 Url : https://beonair.com Email : lleciejewski@beonair.com Lynda Leciejewski	N	0
3	CareerBuilder.com	N	11
4	Columbia College Chicago 754 South Wabash Avenue Chicago, Illinois 60605 Phone : 312-369-7280 Url : http://www.colum.edu/careercenter Eric Wordlow Manual Posting	N	0
5	Eastern Illinois University 1301 Human Services Charleston, Illinois 61920 Phone : 217-581-2412 Url : http://https://www.eiu.edu/careers/post_jobs.php Bobbi Kingery Manual Posting	N	0
6	Elmhurst University 190 Prospect Ave Elmhurst, Illinois 60126 Phone : 630-617-3460 Url : https://elmhurst.edu Alfie Chelette Manual Posting	N	0
7	Employee Referral	N	25

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8	Illinois Broadcasters Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org Debra Grey	N	0
9	Illinois Institute of Technology 3201 South State Street Chicago, Illinois 60616 Phone : 312.567.3000 Url : https://web.iit.edu Desmend Jetton Manual Posting	N	0
10	Indeed.com	N	54
11	Internal Promotion	N	7
12	Intracompany Transfer	N	2
13	Job/Bulletin Board	N	1
14	Lake Land College 5001 Lake Land Blvd Mattoon, Illinois 61938 Phone : 217-234-5253 Url : https://www.lakelandcollege.edu/ Anna Goldberg Manual Posting	N	0
15	Lincoln Land Community College 5250 Shepherd Rd Springfield, Illinois 62794-9256 Phone : 217-786-4691 Url : https://llcc.emsicc.com/ Cathy Huffman Manual Posting	N	0
16	Linked In	N	87
17	LinkedIn Recruiter 1000 W Maude Ave Sunnyvale, California 94085-2810 Phone : 650-687-3600 Url : www.Linkin.com Self Ticket System Manual Posting	N	0

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18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
19	North Central College 30 N Brainard St Naperville, Illinois 60540 Phone : 630-637-5141 Url : http://northcentralcollege.edu/home Haydee Nunez Manual Posting	N	0
20	Office of Rehab Services 1307 N. Mattis Ave. Champaign, Illinois 61821 Phone : 217-278-3500 Email : michelle.butsch@illinois.gov Michelle Butsch	N	0
21	Olivet Nazarene University 1 University Avenue Bourbonnais, Illinois 60914 Phone : 815-939-5243 Url : https://www.olivet.edu Not Listed Manual Posting	N	0
22	Southern Illinois University 1263 Lincoln Dr Carbondale, Illinois 62901 Phone : 618-453-2391 Url : https://careerdevelopment.siu.edu Eric Secrist Manual Posting	N	0
23	The University of Chicago 1212 E 59th St Chicago, Illinois 60637 Phone : (773) 702-7040 Url : https://careeradvancement.uchicago.edu/ Email : careeradvancement@uchicago.edu Melissa Smith	N	0

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24	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	0
25	University of Illinois 715 Wright St Champaign , Illinois 61820 Phone : 217-333-0820 Url : http://hireillini.illinois.edu Career Center Manual Posting	N	0
26	WCIA 509 S. Neil Street Champaign, Illinois 61820 Phone : 217-373-3606 Email : cward@wcia.com Christina Ward	N	5
27	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			194

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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	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 one (1) intern, from Kankakee Area Career Center during the 2023 Summer Semester; one (1) intern, from Lake Land College during the 2023 Summer Semester; one (1) intern, from the University of Illinois at Urbana-Champaign during the 2023 Summer Semester.</p>	2	Assistant News Director News Director
2	3/29/2023	Participation in Job Fairs	The SEU participated at The Chamber Job Fair at the Crowne Plaza Springfield Convention Center. SEU was able to meet with individuals and discuss vacancies at the stations and in the broadcasting industry.	2	Director of Sales National Sales Manager
3	3/29/2023	Participation in Job Fairs	The SEU participated at the Eastern Illinois Media Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Production Manager Ancho