

# WOBC, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

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
News Producer	2-19	6
Multi-Media Account Manager	2-19	14
Assignment Editor	2-19	6
News Producer	2-19	18
Creative Services Producer	2-9, 11-19	17
Broadcast/IT Engineer	2-19	14
Digital Marketing Coordinator	2-19	10
Television Production Technician	2-9, 11-19	17
News Editor / Photographer	2-19	17
Lifestyle Videographer / Editor	2-9, 11-19	14
Lifestyle Videographer / Editor	2-9, 11-19	6
News Director	2-19	14
Assistant News Director	2-19	17
Meteorologist	2-19	10
Lifestyle Host	2-19	10
Graphic Artist	2-19	10
Sports MMJ / Reporter	2-19	14
Associate Producer	2-19	6
Associate Producer	2-19	6
Photojournalist / Video Editor	1-19	14
Photojournalist / Video Editor	1-19	14
Newscast Director	2-9, 11-19	17
Multi-Media Account Manager	2-19	14
Executive Producer	2-19	10
News Anchor	2-19	14

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	1-19	6
Graphic Artist	2-19	17
Anchor / Reporter	2-19	17
Multi-Media Account Manager	2-19	17
Digital Marketing Coordinator	2-19	14
Commercial Producer	2-19	6
Weekend Director / Production Technician	2-9, 11-19	17

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
1	CareerBuilder.com	N	2
2	Grand Rapids Chamber 250 Monroe Ave NW Ste 150 Grand Rapids, Michigan 49503 Phone : 616.771.0348 Url : <a href="http://www.grandrapids.org">http://www.grandrapids.org</a> Mark Allen Manual Posting	N	0
3	Handshake 225 Bush St #1200 San Francisco, California 94104 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Garrett Lord Manual Posting	N	0
4	Hispanic Center 1204 Grandville Ave SW Grand Rapids, Michigan 49503 Phone : 616-742-0200 Url : <a href="http://www.hispanic-center.org">http://www.hispanic-center.org</a> Email : <a href="mailto:eesparza@hispanic-center.org">eesparza@hispanic-center.org</a> Fax : 1-616-742-0205 Evelyn Esparza-Gonzalez	N	0
5	Holland Sentinel 54 West 8th Holland, Michigan 49423 Phone : 616.392.4222 Url : <a href="http://www.hollandsentinel.com">www.hollandsentinel.com</a> Debra Long Manual Posting	N	0
6	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Recruitment Agency Manual Posting	N	70
7	JobCase 201 Broadway Cambridge, Massachusetts 02139 Url : <a href="http://www.jobcase.com">www.jobcase.com</a> Fred Goff Manual Posting	N	0

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8	Journalism Jobs TBD Berkley, California Phone : 510.653.1521 Url : www.journalismjobs.com Dan Rohn Manual Posting	N	0
9	Kent County Veterans Services 836 Fuller Ave. NE Grand Rapids, Michigan 49503 Phone : 616.632.5722 Url : www.kentveterans.org Email : rachel.m.wustman@kentcountymi.gov Rachel Wustman	N	0
10	Linked In	N	60
11	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800.968.7622 Url : www.michmab.com Anne Cochrane Manual Posting	N	0
12	Michigan Works 144 East Fulton Street Grand Rapids, Michigan 49503 Phone : 616.336.2393 Email : business@westmiworks.org Beverly Drake	N	0
13	NAACP Grand Rapids 1167 Madison Ave SE Grand Rapids, Michigan 49507 Phone : 616.719.3478 Url : http://www.mylanderpages.com/naacpgr/NAACP-Grand-R Email : info@naacpgr.com Cle Jackson	N	0

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14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	39
15	Specs Howard School of Broadcast Arts 19900 West Nine Mile Rd Southfield, Michigan 48075 Phone : 248.358.9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Email : <a href="mailto:bcarey@specshoward.edu">bcarey@specshoward.edu</a> Brett Carey	N	0
16	TV Jobs PO Box 4116 Oceanside , California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
17	WOOD TV - Internal Posting 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9067 Url : <a href="http://www.woodtv.com">http://www.woodtv.com</a> Julie Pierce Manual Posting	N	30
18	WOOD TV - web site 120 College Ave SE Grand Rapids, Michigan 49503 Phone : 616.771.9607 Url : <a href="http://www.woodtv.com">http://www.woodtv.com</a> Charlsie Dewey Manual Posting	N	1
19	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>202</b>

**WOBG, WOGC, WOHO, WOKZ, WOLP, WOMS, WOOD, WOTV, WXSP**

**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

**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	11/2/2023	Participation in Job Fairs	The SEU participated at the Michigan Association of Broadcasters Foundation Media Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Director of Community Affairs
2	2/22/2024	Participation in Job Fairs	The SEU participated at the Grand Valley State University 2024 Career & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Director of Community Affairs
3	3/18/2024	Participation in Job Fairs	The SEU participated at the Michigan Association of Broadcasters Media Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director General Manager
4	3/27/2024	Participation in Job Fairs	The SEU participated at the MiCareer Quest. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Director of Community Affairs
5	5/14/2024	Provision of training to management	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.	14	General Manager Director of Sales Local Sales Manager News Director
6	5/20/2024	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 five (5) interns, from Central Michigan University, Grand Valley State University, Hope College and Valparaiso, during the 2023 Summer Semester; one (1) intern, from Hope College, during the 2013 Fall Semester.	3	News Director Operations Manager Creative Services Manager

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7	5/20/2024	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Michigan Association of Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	5	Director of Sales News Director Chief Engineer Creative Services Manager