

**WFRV, WJMN**  
**EEO PUBLIC FILE REPORT**

**August 1, 2016 - July 31, 2017**

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
Account Executive	4-6, 8-10, 13-17, 19-23, 25-26, 28-29	5
Multimedia Journalist	1, 3, 5, 9-11, 14, 19-25, 29	24
Producer	5-6, 8-10, 13-17, 19-23, 25-27, 29	14
Multimedia Journalist/Reporter	1, 3, 5-6, 8-10, 13-14, 16-17, 19-20, 22-23, 25, 27, 29	3
News Video Editor	2, 5-6, 8-10, 13-17, 19-23, 25-27, 29	15
Broadcast Engineer	3, 5-6, 8, 10, 13-18, 20-23, 25-27, 29	3
Account Executive	5-6, 8-10, 13-17, 19-23, 25-27, 29	26
Account Executive	5-6, 8-10, 13-17, 19-23, 25-27, 29	5
Account Executive	5-6, 8-10, 13-17, 19-20, 22-23, 25-27, 29	5
Account Executive	5-6, 8-10, 13-17, 19-20, 22-23, 25-27, 29	26
Digital Media Manager	3, 5-6, 8-10, 13-17, 19-20, 22-23, 25-27	5
Producer	3, 5-6, 8-10, 13-17, 19-23, 25-27, 29	3
Multimedia Journalist	1, 3, 5-6, 9-11, 13-14, 16-17, 19-20, 22-25, 27, 29	24
Master Control Operator	2-3, 5-6, 8, 10, 13-17, 19-20, 22-23, 25-27, 29	14
Director	5-7, 9-11, 13-17, 19-20, 22-25, 27, 29	7
Photographer	2-3, 5-6, 8-10, 13-17, 19-20, 22-23, 25-27, 29	14
Photographer	2-3, 5-6, 8-10, 12-17, 19-20, 22-23, 25-27, 29	3
Sales Assistant	3, 5-10, 13-17, 19-23, 25-27, 29	7
Producer	2-3, 5, 8, 10, 12, 14-16, 19-20, 22-23, 25, 27, 29	12
Producer	3, 5-6, 8-10, 13-17, 19-20, 22-23, 25-27, 29	14
Editor	5-6, 8, 10, 13-17, 19-20, 23, 25-27, 29	14
Editor	5-6, 8, 10, 13-17, 19-20, 23, 25-27, 29	5

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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	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Michael Bille Manual Posting	N	0
2	Council for Spanish Speaking 614 W. National Ave. Milwaukee, Wisconsin 53204 Phone : 414-384-3700 Url : <a href="http://www.centrohispanomke.org">http://www.centrohispanomke.org</a> Fax : 1-414-384-7622 Aldira Aldape	N	0
3	Employee Referral	N	14
4	Facebook 1 Hacker Way Meno Park, California 94025 Phone : 650-853-1300 Url : <a href="http://www.facebook.com/business/products/ads">http://www.facebook.com/business/products/ads</a> Social Media Manual Posting	N	0
5	Indeed 7501 N. Capital of Texas Hwy. Building B Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Recruiting Source Manual Posting	N	26
6	Intercultural Relations for the city of Appleton 100 N. Appleton St. Appleton, Wisconsin 54911 Phone : 920-832-1564 Email : <a href="mailto:karen.harkness@appleton.org">karen.harkness@appleton.org</a> Karen Harkness	N	0
7	Internal Promotion	N	2

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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	Job Center of Wisconsin 325 N. Roosevelt St. Green Bay, Wisconsin 54301 Phone : 920-448-6760 Url : <a href="http://jobcenterofwisconsin.com">http://jobcenterofwisconsin.com</a> Roy Koeller Manual Posting	N	0
9	Medialine P. O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
10	Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800-968-7622 Url : <a href="http://www.michmab.com">http://www.michmab.com</a> Dan Kelley Manual Posting	N	1
11	Michigan Works! 201 N. Washington Sq. 3rd floor Lansing, Michigan 49813 Phone : 906-280-0002 Url : <a href="http://mitalent.org">http://mitalent.org</a> Wendy Beach Manual Posting	N	0
12	Monster	N	3
13	Multicultural Center of Green Bay 230 S. Madison St. Green Bay, Wisconsin 54301 Phone : 920-438-1660 Email : <a href="mailto:multiculturalgreenbay@gmail.com">multiculturalgreenbay@gmail.com</a> General Mailbox	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	19

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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	Northeast Wisconsin Technical College P. O. Box 2277 Appleton, Wisconsin Phone : 920-735-5627 Url : <a href="http://www.wisconsintechconnect.com">http://www.wisconsintechconnect.com</a> WI Technical College System Manual Posting	N	8
16	Northern Michigan University 1401 Presque Isle Ave. 3302.3 Hedgcock Marquette, Michigan 49855 Phone : 906-227-2800 Url : <a href="http://www.myinterfase.com/nmu/employer">http://www.myinterfase.com/nmu/employer</a> Jim Gadzinski Manual Posting	N	0
17	Oneida WIOA Program P. O. Box 365 Onedia, Wisconsin Phone : 920-496-7870 Email : <a href="mailto:sskenado@oneidanation.org">sskenado@oneidanation.org</a> Sandra Skenadore	N	0
18	Society of Broadcast Engineers 9102 N. Meridian St. Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Scott Jones Manual Posting	N	0
19	St. Norbert College 100 Grant St. De Pere, Wisconsin 54115 Phone : 920-565-1388 Url : <a href="http://app.purplebriefcase.com/pb/account/login?s=">http://app.purplebriefcase.com/pb/account/login?s=</a> Purple Briefcase Manual Posting	N	2
20	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	University of Michigan Alumni Association 200 Fletcher St. Ann Arbor, Michigan Phone : 800-847-4764 Url : <a href="http://alumni.umich.edu/career/employers">http://alumni.umich.edu/career/employers</a> Katie Ehnis Manual Posting	N	0
22	University of Wisconsin-Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : <a href="http://www.myinterfase.com/wisconsin/employer">http://www.myinterfase.com/wisconsin/employer</a> Wisconsin Job 4 Grads Manual Posting	N	0
23	University of Wisconsin-Oshkosh 759 Elmwood Ave. Suite 125 Oshkosh, Wisconsin 54901 Url : <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> Handshake Colleges Manual Posting	N	0
24	UPMatters.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.upmatters.com/jobs">http://www.upmatters.com/jobs</a> Kathy Hoffman Manual Posting	N	5
25	UW-Madison Letters and Sciences Career Services 1305 Linden Dr. Madison, Wisconsin Phone : 608-262-3921 Url : <a href="https://ls-wisc.csm.symplicity.com">https://ls-wisc.csm.symplicity.com</a> Pamela Garcia-Rivera Manual Posting	N	1
26	WeAreGreenBay.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.wearegreenbay.com/jobs">http://www.wearegreenbay.com/jobs</a> Kathy Hoffman Manual Posting	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	WFRV-TV internal posting 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.wearegreenbay.com">http://www.wearegreenbay.com</a> Email : <a href="mailto:kathy.hoffman@wearegreenbay.com">kathy.hoffman@wearegreenbay.com</a> Kathy Hoffman	N	6
28	WFRV-TV on air 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : <a href="http://www.wearegreenbay.com">http://www.wearegreenbay.com</a> Kathy Hoffman Manual Posting	N	0
29	Wisconsin Broadcasters Association 44 E. Mifflin St Suite 900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : <a href="http://www.wi-broadcasters.org">http://www.wi-broadcasters.org</a> Linda Baun Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>94</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	8/18/2016	Participation in scholarship programs	WFRV Local 5 Scholarship awarded by the UW-Fox Valley Foundation to a student intending to major in Communications or a related field.	1	Vice President/General Manager
2	9/28/2016	Participation in Job Fairs	News Production Manager and representative from Human Resources attended the career fair sponsored by The University of Wisconsin-Green Bay on September 28, 2016.	2	News Production Manager Administrative Assistant
3	1/25/2017	Provision of training to management	Vice President/General Manager participated in Wisconsin Broadcasters Association's program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination. "Avoiding Discrimination in Employment Terminations". Held as part of the Wisconsin Broadcasters Association conference in Madison on January 25, 2017.	1	Vice President/General Manager
4	3/1/2017	Participation in Job Fairs	News Production Manager and representative from Human Resources attended career fair sponsored by The University of Wisconsin-Green Bay on March 1, 2017.	2	News Production Manager Administrative Assistant
5	3/17/2017	Participation in other activities designed by the station employment unit	Students from a Media Studies Class at Sheboygan South High School visited the station to see how a newsroom operates. They spoke with various news staff about different careers and watched how a newscast is put together from news meetings, to production to on air on March 17, 2017.	7	Managing Editor Operations Manager Anchor Producers
6	6/2/2017	Establishment of an intern program designed to assist members of the community	During the reporting period, the station maintained an internship program for college students. Students from the following universities have participated in the program in the News Department: University of Wisconsin-Madison (1 student), and University of Wisconsin-Milwaukee (1 student).	2	News Director Chief Meteorologist
7	6/14/2017	Participation in Job Fairs	General Sales Manager and representative from Human Resources attended the career fair sponsored by Wisconsin Broadcasters Association in Sheboygan on June 14, 2017.	2	General Sales Manager Administrative Assistant

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8	6/14/2017	Provision of training to management	General Sales Manager and representative from Human Resources participated in Wisconsin Broadcasters Association's program for station management that will teach them how to ensure Equal Employment Opportunity and prevent unlawful discrimination. "What's New with EEO at the FCC". Held as part of the Wisconsin Broadcasters Association conference in Sheboygan on June 14, 2017.	2	General Sales Manager Administrative Assistant