

WFRV, WJMN
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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 Open Date: 5/19/2017 Hire Date: 9/5/2017 | 5, 9, 11-12, 15, 17, 20-22, 24-25, 27, 31 | 5 |
| Promotions Director Open Date: 6/6/2017 Hire Date: 8/6/2017 | 5-8, 10-11, 14-16, 18, 20, 22, 24-25, 27 -29, 31 | 7 |
| Account Executive Open Date: 6/20/2017 Hire Date: 8/28/2017 | 3, 5-6, 8, 10-11, 14-16, 18, 20, 22, 24- 25, 27-29, 31 | 3 |
| Producer-Digital Content and Strategy Open Date: 6/23/2017 Hire Date: 12/4/2017 | 3, 5, 8, 11, 15-17, 20, 22-25, 27-31 | 15 |
| Reporter/Multi-media Journalist Open Date: 7/3/2017 Hire Date: 8/28/2017 | 3, 5, 11, 15, 22, 28-29, 31 | 3 |
| Reporter/Multimedia Journalist Open Date: 7/3/2017 Hire Date: 9/29/2017 | 3-5, 11, 15, 22, 28-29, 31 | 5 |
| Multimedia Journalist Open Date: 7/12/2017 Hire Date: 2/19/2018 | 3, 5, 11-12, 15, 17, 22, 24-26, 31 | 26 |
| Digital News Producer Open Date: 8/4/2017 Hire Date: 12/4/2017 | 5-6, 8, 10-11, 13-18, 20, 22-25, 27-29, 31 | 15 |
| Digital News Producer Open Date: 8/4/2017 Hire Date: 9/18/2017 | 5-6, 8-11, 13-18, 20, 22-25, 27-29, 31 | 9 |
| Digital News Producer Open Date: 8/4/2017 Hire Date: 9/18/2017 | 5-6, 8-11, 13-18, 20, 22-25, 27-29, 31 | 15 |
| Promotions Producer Open Date: 8/8/2017 Hire Date: 8/28/2017 | 5-6, 8, 10-11, 14-18, 20, 22-25, 27-29, 31 | 28 |
| National Sales Assistant Open Date: 8/16/2017 Hire Date: 8/23/2017 | 3, 5, 8, 11, 15, 22, 24, 27-29, 31 | 3 |

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|--|---|-----------------------|
| National Sales Assistant Open Date: 8/16/2017 Hire Date: 9/11/2017 | 3, 5, 8, 11, 15, 22, 24-25, 27-29, 31 | 5 |
| News Video Editor Open Date: 9/1/2017 Hire Date: 9/14/2017 | 5-6, 8, 11, 14-18, 20, 22, 24-25, 27-30 | 5 |
| Account Executive Open Date: 9/6/2017 Hire Date: 1/2/2018 | 3, 5-6, 8, 10-11, 14-16, 18-20, 22-25, 27-29, 31 | 28 |
| Executive Producer Open Date: 9/28/2017 Hire Date: 3/12/2018 | 3, 5, 8, 11, 15-17, 20, 22-25, 27-29, 31 | 5 |
| Production Assistant Open Date: 10/3/2017 Hire Date: 11/26/2017 | 5, 8, 11, 15-17, 20, 22, 24-25, 27-29, 31 | 29 |
| Account Executive Open Date: 10/3/2017 Hire Date: 10/16/2017 | 3, 5, 12, 15, 26, 31 | 3 |
| Photographer Open Date: 10/30/2017 Hire Date: 11/29/2017 | 3, 5, 8, 11, 15-16, 20, 22-25, 27-29, 31 | 3 |
| Sales Manager Open Date: 11/13/2017 Hire Date: 12/10/2017 | 3, 5, 7, 11-12, 15, 21-22, 24-27, 29, 31 | 7 |
| Master Control Operator Open Date: 12/11/2017 Hire Date: 1/8/2018 | 1, 5, 8, 15-16, 20, 22, 24-25, 28-29 | 5 |
| Account Executive Open Date: 12/15/2017 Hire Date: 2/6/2018 | 3, 5, 11-12, 15, 21-22, 26, 29, 31 | 3 |
| Account Executive Open Date: 12/15/2017 Hire Date: 2/12/2018 | 3, 5, 11-12, 15, 21-22, 26, 29, 31 | 5 |
| News Producer Open Date: 12/22/2017 Hire Date: 1/15/2018 | 3, 5, 8, 11, 15-17, 22, 24-25, 27-29, 31 | 5 |

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| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|---|--|-----------------------|
| Reporter-Multimedia Journalist Open Date: 12/22/2017 Hire Date: 1/31/2018 | 2-3, 5, 8-9, 11, 15, 22, 24-25, 27-29, 31 | 3 |
| Producer-Digital Content Open Date: 1/12/2018 Hire Date: 2/5/2018 | 3, 5, 8-9, 11, 15-17, 20, 22-25, 27-29, 31 | 3 |
| Account Executive Open Date: 1/12/2018 Hire Date: 3/5/2018 | 3, 5, 8, 11, 15-16, 20, 22, 24-25, 27-29, 31 | 5 |
| Sales and Traffic Assistant Open Date: 2/20/2018 Hire Date: 3/19/2018 | 5, 8, 11, 15-17, 20, 22, 24-25, 27-29, 31 | 5 |
| Director Open Date: 4/16/2018 Hire Date: 6/4/2018 | 3, 5, 8, 11, 15-17, 20, 22, 24-25, 27-29, 31 | 3 |
| Account Executive Open Date: 6/28/2018 Hire Date: 7/23/2018 | 3, 5, 11-12, 15, 17, 22-23, 25-26, 31 | 3 |

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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 | CareerBuilder.com | N | 1 |
| 2 | Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Michael Bille Manual Posting | N | 0 |
| 3 | Employee Referral | N | 25 |
| 4 | Facebook 1 Hacker Way Meno Park, California 94025 Phone : 650-853-1300 Url : http://www.facebook.com/business/products/ads Social Media Manual Posting | N | 1 |
| 5 | Indeed 7501 N. Capital of Texas Hwy. Building B Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Recruiting Source Manual Posting | N | 46 |
| 6 | Intercultural Relations for the city of Appleton 100 N. Appleton St. Appleton, Wisconsin 54911 Phone : 920-832-1564 Email : karen.harkness@appleton.org Karen Harkness | N | 0 |
| 7 | Internal Promotion | N | 2 |
| 8 | Job Center of Wisconsin 325 N. Roosevelt St. Green Bay, Wisconsin 54301 Phone : 920-448-6760 Url : http://jobcenterofwisconsin.com Roy Koeller Manual Posting | N | 0 |
| 9 | Linked In | N | 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 |
|------------------|--|--|---|
| 10 | Medialine P. O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 11 | Michigan Association of Broadcasters 819 N. Washington Ave. Lansing, Michigan 48906 Phone : 800-968-7622 Url : http://www.michmab.com Dan Kelley Manual Posting | N | 0 |
| 12 | Michigan Works! 201 N. Washington Sq. 3rd floor Lansing, Michigan 49813 Phone : 906-280-0002 Url : http://mitalent.org Wendy Beach Manual Posting | N | 1 |
| 13 | Monster | N | 3 |
| 14 | Multicultural Center of Green Bay 230 S. Madison St. Green Bay, Wisconsin 54301 Phone : 920-438-1660 Email : multiculturalgreenbay@gmail.com General Mailbox | N | 0 |
| 15 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 13 |
| 16 | Northeast Wisconsin Technical College P. O. Box 2277 Appleton, Wisconsin Phone : 920-735-5627 Url : http://www.wisconsintechconnect.com WI Technical College System Manual Posting | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 17 | Northern Michigan University 1401 Presque Isle Ave. 3302.3 Hedgcock Marquette, Michigan 49855 Phone : 906-227-2800 Url : http://www.myinterfase.com/nmu/employer Jim Gadzinski Manual Posting | N | 0 |
| 18 | Oneida WIOA Program P. O. Box 365 Onedia, Wisconsin Phone : 920-496-7870 Email : sskenado@oneidanation.org Sandra Skenadore | N | 0 |
| 19 | Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesay, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Fax : 1-607-729-7331 Career Service | N | 0 |
| 20 | St. Norbert College 100 Grant St. De Pere, Wisconsin 54115 Phone : 920-565-1388 Url : http://app.purplebriefcase.com/pb/account/login?s= Purple Briefcase Manual Posting | N | 0 |
| 21 | The Mining Journal 249 W. Washington Marquette, Michigan 49855 Phone : 906-228-2500 Url : http://www.miningjournal.net Sharon Johnson Manual Posting | N | 1 |
| 22 | TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting | N | 1 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 23 | University of Michigan Alumni Association 200 Fletcher St. Ann Arbor, Michigan Phone : 800-847-4764 Url : http://alumni.umich.edu/career/employers Katie Ehnis Manual Posting | N | 0 |
| 24 | University of Wisconsin-Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Phone : 920-465-2163 Url : http://www.myinterfase.com/wisconsin/employer Wisconsin Job 4 Grads Manual Posting | N | 0 |
| 25 | University of Wisconsin-Oshkosh 759 Elmwood Ave. Suite 125 Oshkosh, Wisconsin 54901 Url : https://app.joinhandshake.com/login Handshake Colleges Manual Posting | N | 1 |
| 26 | UPMatters.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : http://www.upmatters.com/jobs Kathy Hoffman Manual Posting | N | 3 |
| 27 | UW-Madison Letters and Sciences Career Services 1305 Linden Dr. Madison, Wisconsin Phone : 608-262-3921 Url : https://ls-wisc.csm.symplicity.com Pamela Garcia-Rivera Manual Posting | N | 0 |
| 28 | WeAreGreenBay.com 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : http://www.wearegreenbay.com/jobs Kathy Hoffman Manual Posting | N | 7 |

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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 |
|--|---|--|---|
| 29 | WFRV-TV internal posting 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : http://www.wearegreenbay.com Kathy Hoffman Manual Posting | N | 5 |
| 30 | WFRV-TV on air 1181 E. Mason St. Green Bay, Wisconsin 54301 Phone : 920-437-5411 Url : http://www.wearegreenbay.com Kathy Hoffman Manual Posting | N | 1 |
| 31 | Wisconsin Broadcasters Association 44 E. Mifflin St Suite 900 Madison, Wisconsin 53703 Phone : 800-236-1922 Url : http://www.wi-broadcasters.org Linda Baun Manual Posting | N | 1 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 117 |

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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 | 8/28/2017 | Establishment of an intern program designed to assist members of the community | <p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted 1 intern from St. Norbert College during the 2017 Fall Semester; 1 intern from Ferris State University during the 2017 Fall Semester; and 1 intern from UW-Green Bay during the 2018 Summer Semester.</p> | 2 | News Director Promotions Manager |
| 2 | 9/14/2017 | Participation in scholarship programs | <p>The Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there were 2 recipients of the WFRV Local 5 Scholarship from UW-Fox Valley.</p> | 1 | Vice President/General Manager |
| 3 | 9/21/2017 | Participation in events sponsored by community groups | <p>Station personnel attended the Great Girls in Michigan History reception which was held in Marquette, MI.</p> <p>During that event the Station personnel gave a presentation on broadcast careers in general and the Station had a booth where attendees were able to discuss broadcasting jobs in general and at the Station.</p> | 1 | News Director |
| 4 | 9/27/2017 | Participation in Job Fairs | <p>The Station participated at the UW-Green Bay 2017 Fall Job & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.</p> | 2 | News Production Manager Administrative Assistant |
| 5 | 2/28/2018 | Participation in Job Fairs | <p>The Station participated at the UW-Green Bay 2018 Spring Job & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and the broadcasting industry.</p> | 2 | News Production Manager Administrative Assitant |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|---|
| 6 | 4/10/2018 | Participation in Job Fairs | The Station participated at the Northeast Wisconsin Technical College Manufacturing, Trades, Engineering and Business Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 2 | Digital Media Manager Administrative Assistant |