

**WFRV, WJMN**  
**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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Technical Director	2-8, 10-16	16
Chief Engineer	2-8, 10-16	8
Account Executive	1-11, 13-16	8
Broadcast/IT Engineer	2-8, 10-11, 13-16	8
MMJ Bureau Reporter	2-8, 10-16	5
News Producer	2-4, 6-8, 10-16	3
Reporter/MMJ	2-8, 10-16	3
Digital Content Director	2-8, 10-16	14
Station Manager	2-8, 10-16	5
Sports Anchor/Reporter	2-4, 6-8, 10-16	13
Digital Content Producer	2-8, 10-16	14
Meteorologist	2-8, 10-16	5
Production Assistant	2-4, 6-8, 10-16	14
Account Executive	2-4, 6-8, 10-16	3
Account Executive	2-4, 6-8, 10-16	3
Production Assistant	2-8, 10-16	3
Account Executive	2-4, 6-8, 10-16	3
Account Executive	2-4, 6-8, 10-16	3
Anchor/MMJ	2-8, 10-16	12
News Producer	2-4, 6-8, 10-16	3
News Producer	2-4, 6-8, 10-16	3
Digital Account Executive	2-4, 6-8, 10-16	3
Sports Anchor/Reporter	1-16	14
Sports Producer/Reporter	1-4, 6-8, 10-16	13

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

<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	3
2	Handshake 225 Bush St. San Francisco, California 94140 Url : <a href="http://www.joinhandshake.com">www.joinhandshake.com</a> Mallory Wheaton Manual Posting	N	0
3	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	54
4	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	2
5	Linked In	N	23
6	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	0
7	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

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8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12
9	Professional/Industry Trade Organization	N	4
10	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
11	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
12	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	1
13	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	17

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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>
14	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> Kathy Hoffman Manual Posting	N	8
15	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	0
16	WJMN-TV internal posting 3165 Wright St. Suite 101 Marquette, Michigan 49855 Phone : 920-437-5411 Url : <a href="https://www.upmatters.com">https://www.upmatters.com</a> Kathy Hoffman Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>127</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	8/1/2022	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 our operations, including news, production, sports, and weather.</p> <p>The SEU hosted two (2) interns, from Syracuse University, Newhouse School of Public Communications during the 2022 summer semester; one (1) intern from Concordia University during the 2023 summer semester; and one (1) intern from Northern Michigan University during the 2023 summer semester</p>	5	News Director Executive Producer Sports Director News Director
2	8/29/2022	Participation in scholarship programs	SEU participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the current reporting term, there was one (1) recipient from Bay College, and four (4) recipients of Wisconsin Broadcasters Association Scholarships.	3	VP/General Manager News Director Administrative Assistant
3	9/28/2022	Participation in events or programs sponsored by educational institutions	SEU personnel hosted Journalism students from Bay Port High School. SEU personnel discussed job qualifications and careers and opportunities at the station and within the broadcast industry.	5	News Director Supervisor Producer Digital Content Director Local Sales Manager
4	3/1/2023	Participation in Job Fairs	The SEU participated at the UW-Green Bay 2023 Spring Job & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	5	News Director Executive Producer Production Manager General Sales Manager
5	4/11/2023	Participation in events sponsored by organizations representing the community	SEU personnel attended the WBA Careers in Broadcasting Virtual Mixer. The SEU personnel along with other broadcast professionals met with students from across Wisconsin on an online platform to talk about all aspects of the broadcast industry and to learn about career opportunities.	1	News Director