

WCIA, WCIX
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	1-4, 6-8, 10-25, 27	8
Account Executive	1-4, 6-8, 10-25, 27	7
Morning Show Anchor	1-4, 6, 10-25, 27	21
Creative Services Producer	1-4, 6, 8, 10-25, 27	8
Topical News Promotion Producer	1-4, 6, 8, 10-25, 27	8
Videographer-News	1-6, 10-25, 27	5
Reporter/MMJ	1-6, 10-27	27
News Producer	1-6, 10-27	24
News Producer	1-6, 9-27	9
Anchor/Reporter-Morning Show	1-4, 6, 8, 10-27	8
Sales Assistant	1-4, 6, 10-27	6
News Videographer	1-6, 10-27	6
Evening Anchor/Reporter	1-6, 9-27	9
National Sales Assistant	1-4, 6-7, 10-27	7
Creative Services Producer	1-4, 6, 8, 10-27	8

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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
1	Champaign Chamber of Comm. 303 W. Kirby Ave. 303 W. Kirby Ave. Champaign, Illinois 61820 Phone : 217-359-1791 Caryn Isenhower Manual Posting	N	0
2	Craig's List 1381 9th Ave. San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.craigslist.org Job Listings Manual Posting	N	3
3	Decatur Herald & Review 601 East William St. Decatur, Illinois 62523 Phone : 217-421-7919 Url : http://www.herald-review.com Carol Collins Manual Posting	N	0
4	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920 Phone : 217-581-5000 Url : http://www.eiu.edu Job Listings Manual Posting	N	0
5	Employee Referral	N	9
6	Indeed 470 West Avenue Suite #2002 Stamford, Connecticut 6902 Phone : 800-475-4361 Url : http://www.indeed.com Job Listings Manual Posting	N	11
7	Indeed.com	N	5
8	Internal Promotion	N	5
9	Intracompany Transfer	N	2

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10	Media Recruiter.com 9457 S. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
11	MediaLine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Job Listings Manual Posting	N	0
12	Millikin University 1184 W. Main St. Decatur, Illinois 62522 Phone : 217-424-6211 Email : pmfolger@mail.millikin.edu Pamela Folger	N	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
14	Office of Rehab Services 1307 N. Mattis Ave. Champaign, Illinois 61821 Phone : 217-278-3500 Email : michelle.butsch@illinois.gov Michelle Butsch	N	0
15	Parkland College 2400 W. Bradley Champaign, Illinois 61821 Phone : 217-373-3870 Url : http://www.collegecentral.com Job Listings Manual Posting	N	0

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16	Pilgrim Missionary Baptist Church 1310 N. 6th St. Champaign, Illinois 61820 Phone : 217-356-9633 Email : cacarter5457@yahoo.com Connie Carter	N	0
17	Richland Community College 1 College Park Decatur, Illinois 62521 Phone : 217-875-7211 Email : joliver@richland.edu John Oliver	N	0
18	Spots N Dots 1635 Old Highway 41 NW Suite 112 Kennesaw, Georgia 30152 Phone : 888-884-2630 Gene McKay Manual Posting	N	0
19	State Journal Register 1 Copley Plaza Springfield, Illinois 62701 Phone : 217-788-1330 Url : http://www.sj-r.com Angela Stewart Manual Posting	N	0
20	The Love Corner 312 E. Broadway Ave. Champaign, Illinois 61820 Phone : 217-359-6920 Gail Redding Manual Posting	N	0
21	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	9

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22	TVNews Check 24 West Landcaster Ave. Suite #205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Email : phersh@newscheckmedia.com Patty Hersh	N	0
23	UIS Par Program 1 University Plaza Springfield, Illinois 62703 Phone : 217-206-7494 Email : wheeler.charles@uis.edu Charlie Wheeler	N	0
24	University of IL Alumni Assoc. 601 S. Lincoln Ave. Urbana, Illinois 61801 Phone : 217-333-1471 Url : http://www.uiaa.org/careers Job Listings Manual Posting	N	1
25	WCIA 509 S. Neil Street Champaign, Illinois 61820 Phone : 217-373-3606 Email : aharper@wcia.com Angela Harper	N	6
26	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
27	YouTube Recruitment 901 Cherry Ave. San Bruno, California 94066 Phone : 650-253-0000 Url : http://ecorporateoffices.com /YouTube Offices Manual Posting	N	9
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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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	8/5/2017	Participation in events sponsored by community groups	WCIA lifestyle show storyteller participated in an all day event, Boy Scouts Space Jam Event. Teaching elementary school through high school students videography and editing skills and discuss opportunities in television.	1	Storyteller-ci Living
2	9/27/2017	Participation in events sponsored by community groups	WCIA News anchor participated as a speaker at Novak Academy. She spoke about career decisions and job requirements in the broadcasting field.	1	Anchor
3	2/15/2018	Participation in Job Fairs	WCIA participated at the 2018 Career Connections Expo- University of Illinois Springfield. Station personnel were able to meet with students and discuss vacancies at the stations in the broadcasting industry.	2	General Sales Manager Sales Manager
4	2/22/2018	Sponsorship of events in the community designed to increase public awareness	WCIA Anchor participated as a speaker of journalism at a luncheon for the Women's Business Counsel of Champaign County.	1	Anchor
5	3/14/2018	Participation in events sponsored by community groups	WCIA Production Manger participated at Urbana High School in mock interviews with co-op students to give students experience and constructive feedback during the interview process.	1	Production Manager
6	3/22/2018	Participation in Job Fairs	WCIA participated at the EIU Television, Radio & Video job fair. Television, radio, and video production majors attend this job fair to meet with media companies for both internships and post-graduation employment.	2	News Director Production Manger
7	4/11/2018	Participation in events or programs sponsored by educational institutions	WCIA Station personnel taught Advanced Broadcast News at Eastern Illinois University for fall semester.	1	Anchor

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8	7/24/2018	Establishment of an intern program designed to assist members of the community	<p>WCIA 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 station hosted (2) from the University of Illinois during the 2017 Fall Semester; (1) from the Eastern University, (2) University of Illinois at Springfield, (2) U of I Graduate School of Information Science, (1) University of Illinois during the 2018 Spring Semester; (2) Eastern Illinois University, (1) Southern Illinois University, (1) Southern Illinois University of Carbondale, (1) U of I Graduate School of Information Science during the 2018 Summer Semester.</p>	13	