

**WLNS-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 - May 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
Anchor/Reporter	1, 3, 5-14, 16-20	13
Copy Coordinator	1-3, 5-6, 8-19	15
Digital Reporter/Producer	1-3, 5-6, 8-14, 16-20	2
Producer	1-3, 5-14, 16-20	2
Digital Sales Coordinator	1-14, 16-20	18
MultiMedia Journalist	1-3, 5-14, 16-20	18
Account Executive	1-3, 5-6, 8-14, 16-20	18
Meteorologist - Weekend/Weekday	1, 3, 5-14, 16-20	18
National Sales Assistant/Log Editor	1-3, 5-6, 8-14, 16-20	2
Account Executive	1-3, 5-14, 16-20	18
Account Executive	1-3, 5-14, 16-20	18
Photographer	1-3, 5-14, 16-20	2
Director	1-3, 5-14, 16-20	17
Photographer	1, 3, 5-14, 16-20	17
Producer	1-3, 5-14, 16-20	7

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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	Cristo Rey Employment & Training 1717 N. High Street Lansing, Michigan 48906 Phone : 517-371-1700 Url : <a href="http://www.cristoreycommunity.org">http://www.cristoreycommunity.org</a> Job Bank Manual Posting	N	0
2	Indeed.com	N	22
3	Ingham County Women's Commission PO Box 319 Mason, Michigan 48854 Phone : 517-676-7200 Url : <a href="http://bc.ingham.org">http://bc.ingham.org</a> Becky Bennett Manual Posting	N	0
4	Job Fair	N	2
5	Lansing Chapter NAACP 1801 W. Main Street Lansing, Michigan 48915 Phone : 517-484-9171 Url : <a href="http://www.naacplansing.org">http://www.naacplansing.org</a> Geneva Smith Manual Posting	N	0
6	Lansing Community College Career & Employment Services PO Box 40010 Lansing, Michigan 48901 Phone : 800-644-4522 Url : <a href="http://www.lcc.edu">http://www.lcc.edu</a> College Recruiter Manual Posting	N	0
7	Linked In	N	19
8	Media Recruiter 9457 So. University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Art Scott Manual Posting	N	0

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9	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7464 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Jobs Editor Manual Posting	N	0
10	Michigan Association of Broadcasters 819 N. Washington Ave Lansing, Michigan 48906 Phone : 517-484-7444 Url : <a href="http://www.michmab.com">http://www.michmab.com</a> Job Listings Manual Posting	N	0
11	Michigan Works Service Center 209 E Washington Suite 100 Jackson, Michigan 49201 Phone : 517-371-1100 Url : <a href="http://www.michiganworks.org">http://www.michiganworks.org</a> Posting Manager Manual Posting	N	0
12	NAACP - Jackson County Branch Attn: Job Posting Office PO Box 4074 Jackson, Michigan 49204 Phone : 517-784-3842 Url : <a href="http://www.naacpjackson.org">http://www.naacpjackson.org</a> Job Postings Manual Posting	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	9
14	Specs Howard School 1900 W. Nine Mile Road Southfield, Michigan 48075 Phone : 248-358-9000 Url : <a href="http://www.specshoward.edu">http://www.specshoward.edu</a> Andrea Stamps Manual Posting	N	0

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15	State/Local Employment Agency	N	1
16	TVJOBS PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Job Postings Manual Posting	N	0
17	WLNS-TV (Internal) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2116 Url : <a href="http://www.wlns.com">http://www.wlns.com</a> Cindy Sullivan Manual Posting	N	4
18	WLNS-TV (website) 2820 E Saginaw Street Lansing, Michigan 48912 Phone : 517-367-2158 Url : <a href="http://www.wlns.com">http://www.wlns.com</a> Kevin VanderKolk Manual Posting	N	6
19	Women In Communications 3337 Duke Street Alexandria, Virginia 22314 Phone : 703-370-7436 Url : <a href="http://www.womcom.org">http://www.womcom.org</a> Job Listings Manual Posting	N	0
20	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>63</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	6/1/2022	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, weather, and sales.</p> <p>The Station hosted one (1) intern from Michigan State University during the 2023 Winter Semester.</p>	4	General Sales Manager Digital Sales Manager Local Sales Manager Local Sales Manager
2	6/1/2022	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Michigan Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	
3	10/5/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a host for a job shadow from Novi Christian Academy. The student completed his Senior Project by working on weather forecasting.	1	Chief Meteorologist
4	11/9/2022	Participation in other activities designed by the station employment unit	The Station participated in the Open Doors Day created by the American Federation of Advertising. Students from Spring Arbor University, Michigan State University, and Lansing Community College were able to come to the station and see what our industry looks like in real life. Station personnel discussed vacancies at the Station and collected resumes.	2	Local Sales Manager Digital Sales Manager
5	2/10/2023	Participation in Job Fairs	The Station participated at the MSU College of Communication Arts and Sciences Spring career fair. Station personnel were able to meet with individuals community to discuss vacancies at the Station and in the broadcast industry.	4	General Sales Manager Digital Sales Manager Local Sales Manager Local Sales Manager
6	2/24/2023	Participation in Job Fairs	The Station participated at the Central Michigan University BCA career fair. Station personnel were able to meet with individuals community to discuss vacancies and internship opportunities at the Station and in the broadcast industry.	1	News Director

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7	3/15/2023	Participation in Job Fairs	The Station participated at the MAB Career Fair. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	1	News Director
8	4/25/2023	Provision of training to management	The Station 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.	6	Vice President/General Manager News Director General Sales Manager Chief Engineer