

WGN-AM
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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
Manager, Local Sales	1-19, 21-45	11
Sales Assistant	2, 5-6, 8-14, 16, 19, 22-25, 27-28, 30-31, 33, 35-36, 39, 42-44	11
Anchor (NE)	2, 5-6, 8-14, 16, 22-23, 25, 27-28, 30-31, 33, 35-36, 39, 42-44	11
Integrated Sponsorships Manager	2, 5-6, 8-14, 16, 22-25, 27-28, 30-31, 33, 35-36, 39, 42-44	11
Integrated Digital Specialist	2, 5-6, 8-14, 16, 19, 22-25, 27-28, 30-31, 33, 35-36, 39, 42-44	11
News Producer (NE)	2, 5-6, 8-10, 12-14, 16, 19-20, 22-23, 25, 27-28, 30-31, 33, 35-36, 39, 42-44	20
Producer, Audio Production	2, 5-6, 8-10, 12-14, 16, 19-20, 22-25, 27-28, 30-31, 33, 35-36, 39, 42-44	20

Recruiting Source #'s 3-4, 7, 15, 21, 26, 29, 34, 37-38 have opted out of receiving job vacancy notices and were dropped from the Station's recruiting source list as of July 1, 2020.

Recruiting Source # 32 is now being distributed by Handshake.

Other gaps in dissemination to recruiting sources are due to Nexstar not actively distributing job vacancy notices to Indeed, Indeed.com, Linked In and mediagignow.com. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	Breaking Ground 3501 W. Filmore Chicago, Illinois 60624 Phone : 773-265-1370 Url : http://breakingground.net/ Email : oraharper@breakingground.net Ora Harper	N	0
2	Business Leadership Council 230 W. Monroe Street Suite 2650 Chicago, Illinois 60606 Phone : 312-628-7844 Url : https://www.blcchicago.com/ Email : info@BLCchicago.com Karen Riley	Y	0
3	Chicago Reader 11 East Illinois Street Chicago, Illinois 60611 Phone : 312-22226920 Url : http://www.chicagoreader.com/ Email : agenda@chicagoreader.com Online Online	N	0
4	Chicago State University 9501 S. King Drive Suite 230 (Cordell Reid Student Union Building) Chicago, Illinois 60628 Phone : 773-995-2327 Url : http://www.csu.edu/ Email : careercenter@csu.edu Online Online	N	0
5	City Colleges of Chicago 226 W. Jackson Chicago, Illinois 60606 Phone : 312-553-2972 Url : http://www.ccc.edu/pages/default.aspx Email : tdwooaka@gmail.com Tanya Woods	N	0
6	Columbia College 623 S. Wabash Chicago, Illinois 60605 Phone : 312-369-6844 Url : http://www.colum.edu/academics/anchor-graphics/ind Valerie Robbins Manual Posting	N	0

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7	CSB School of Broadcasting 3250 Lacey Rd Suite 130 Downers Grove, Illinois 60515 Phone : 8008872346 Url : http://www.gocsb.com/locations Email : csbdownersgrove@gocsb.com Andrew Hoops	N	0
8	CSB School of Broadcasting 203 N. LaSalle Street Suite 1350 Chicago, Illinois 60601 Phone : 860-677-7577 Url : http://www.gocsb.com/locations Email : info@gocsb.com Online Posting	N	0
9	Depaul University 1 East Jackson Blvd Suite 9700 Chicago, Illinois 60604 Phone : 312-362-5201 Url : https://www.depaul.edu/pages/default.aspx Karyn McCoy Manual Posting	N	0
10	DeVry University 3300 N. Campbell Room 202 Chicago, Illinois 60618 Phone : 773-697-2002 Url : http://www.devry.edu/ Danielle Fortier Manual Posting	N	0
11	Employee Referral	N	13
12	Hispanic Alliance for Career Enhancement (HACE) 29 E. Madison Suite 1105 Chicago, Illinois 60602 Phone : 312-435-0498 Url : http://www.haceonline.org/ Email : rgarcia@haceonline.org Rosa Garcia	N	0

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13	IBEW Local 1220 1311 Butterfield Road Suite 306 Downers Grove, Illinois 60515 Phone : 773-714-1220 Url : http://www.ibew.org/ Email : info@ibew1220.org Fax : 1-773-693-0009 John Rizzo	N	0
14	Illinois Broadcasters Association 200 Missouri Ave Cartville, Illinois 62918 Phone : 618-985-5555 Url : http://www.ilba.org/about-us Email : iba@ilba.org Deborah Gray	N	0
15	Illinois Department of Employment Security 1515 East 71st St. Chicago, Illinois 60619 Phone : 773-947-3663 Url : http://www.ides.illinois.gov/pages/default.aspx Email : archie.gayden@illinois.gov Archie Gayden	N	0
16	Illinois Department of Human Services 2215 Enterprise Drive Suite 1502 Westchester, Illinois 60154 Phone : 708-409-8808 Url : http://www.dhs.state.il.us/page.aspx? Email : maryann.pec@illinois.gov Mary Ann Pec	Y	0
17	Illinois Job Link 33 S. State St. Chicago, Illinois 60603 Phone : 312-793-0966 Url : https://illinoisjoblink.illinois.gov/ada/r/about_u Email : angela.rebellion@illinois.gov Angela Rebellion	N	0
18	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	0
19	Indeed.com	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Internal Promotion	N	2
21	ITT Technical Institute 1401 Feehanville Drive Chicago, Illinois 60056 Phone : 847-454-1810 Url : http://www.itt-tech.edu/ Email : skwall@itt-tech.edu Scott Kawal	N	0
22	Jewish Vocational Services 216 W. Jackson Blvd Suite # 700 Chicago, Illinois 60606 Phone : 312-673-3400 Url : http://jvschicago.org Email : sallyyarberry@jcfs.org Sally Yarberry	Y	0
23	Job Research Consultant (Right Management) 1415 W. 22nd St Suite 1200 Oak Brook, Illinois 60523 Phone : 1-312-342-8508 Url : http://www.right.com/ Email : jessica.west@right.com Jessica West	N	0
24	Linked In	N	14
25	Loyola University 1032 W. Sheridan Rd Suvllian Center- SUITE 295 Chicago, Illinois 60660 Phone : 1-312-915-8843 Url : http://www.luc.edu James Connon Manual Posting	N	0
26	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-663-2000 Url : http://www.mediainstitute.edu/ Email : lmael@mediainstitute.edu Laura Mael	N	0

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27	Moody Bible Institute 820 N. LaSalle Blvd Chicago, Illinois 60610 Phone : 312-329-4414 Url : http://www.moody.edu/home/ Email : patrick.friedline@moody.edu Patrick Friedline	N	0
28	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
29	National Latino Education Institute 2011 W. Pershing Rd. Chicago, Illinois 60609 Phone : 773-247-0707 Url : http://nlei.org/ Email : jporter@nlei.org Jacquelin Porter	N	0
30	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
31	Northwestern University (Career Services) 620 Lincoln Evanston, Illinois 60208 Phone : 847-467-7372 Url : http://www.northwestern.edu/ Email : val@northwestern.edu Valerie Schoonover	N	0
32	Northwestern University (Medill Career Services) 1845 Sheridan Rd Fisk Hall 101 Evanston, Illinois 60208 Phone : 847-491-2049 Url : http://www.medill.northwestern.edu/ Email : medillcareerservices@northwestern.edu Medill Career Services	N	0

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33	Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Url : http://www.rainbowpush.org/ Email : mmckinnonprice@rainbowpush.org Majorie McKinnon	N	0
34	Robert Morris College 401 S. State St Chciago, Illinois 60605 Phone : 312-935-4077 Url : http://www.robertmorris.edu/ Email : careerservices@robertmorris.edu Jill McGinty	N	0
35	Southwest Suburban Cook County American Job Center (SERCO, INC.) 7222 W Cermak Rd Suite 301 North Riverside, Illinois 60546 Phone : 708-222-3100 Url : http://ides.state.il.us Email : havila@il.sercohq.com Hugo Avila	Y	0
36	St. Francis College 180 Remsen St. Brooklyn, New York 11201 Phone : 718-489-5262 Url : http://www.sfc.edu/ Email : nkinley@sfc.edu Naomi Kinley	N	0
37	The CABET Group 28 E. Jackson Suite 1200 Chicago, Illinois 60604 Phone : 312-786-0890 Url : http://cabetinc.org/ Email : dnewson@cabetinc.org Divida Newson	N	0
38	The CABET Group 28 E. Jackson Chicago, Illinois 60604 Phone : 312-786-0890 Url : http://cabetinc.org/ Email : myfarris@cabetinc.org Myisha Farris	N	0

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39	The Chicago Urban League 4510 S Michigan Street Chicago, Illinois 60653 Phone : 773.285.5800 Url : www.TheChicagoUrbanleague.org Email : AWells@thechicagourbanleague.org Andrew Wells	Y	0
40	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
41	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	0
42	University of Chicago 1212 East 59th Chicago, Illinois 60637 Phone : 773-834-4902 Url : http://www.uchicago.edu/ Email : nrentas@uchicago.edu Nely Rentas	Y	0
43	Wheaton College 501 College Avenue Wheaton, Illinois Phone : 1-630-752-5000 Url : https://www.wheaton.csm.symplicity.com/employers/ Deborah Carlson Manual Posting	N	0
44	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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45	YMCA Training Alliance of Chicago 11 East Adams St. Chicago, Illinois 60603 Url : http://www.ymcachicago.org/lakeview/ Email : pgrady@ymcachgo.org Paula Grady	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	Ongoing Event	Establishment of a mentoring program	<p>The Station has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career.</p> <p>During the current reporting term, there were two participants from the programming department (both part time producers).</p>	5	Manager, Traffic Producer, Audio Production Associate Producer (NE) Producer (NE)
2	3/24/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as the keynote speaker before an organization called The Woman's Network which is a group operated through UIUC (University of Illinois at Urbana-Champaign). She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	General Manager
3	4/14/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before a Columbia College media buying and planning class. They spoke about the overview of their career, job qualifications and opportunities at the station and within the broadcast industry, and shared some words of wisdom.	1	General Sales Manager
4	5/1/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker before Carmel Catholic High School seniors (Targeted towards females. Both incoming seniors and graduating seniors). She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	General Manager
5	Ongoing Event	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, sales, production, sports and weather.</p> <p>The Station hosted two (2) interns. One (1) from the University of Alabama and one (1) from Lewis University in Romeoville during the 2021 Summer Semester.</p>	6	General Manager Supervising Producer Producer, Audio Production General Sales Manager

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6	7/22/2021	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 Illinois Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Supervising Producer