

**WGN-TV**  
**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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 5-8, 10-13, 15-16, 19, 22-33, 35-38	26
Aggregated Content Producer	1-3, 5-8, 10-19, 22-33, 35-38	23
Producer of Digital Content	1-3, 5-8, 10-20, 22-33, 35-38	20
News Writer	1-3, 5-8, 10-13, 15-20, 22-33, 35-38	20
Producer of Digital Content	1-3, 5-19, 22-33, 35-38	23
News Writer	1-3, 5-8, 10-19, 22-33, 35-38	18
Supervising Producer	1-3, 5-8, 10-20, 22, 24-33, 35-38	20
General Assignment Reporter	1-3, 5-8, 10-17, 19-20, 22, 24-33, 35-38	20
Sales/Traffic Assistant	1-5, 7-8, 10-17, 19, 22-33, 35-38	23
News Writer	1-3, 5-8, 10-17, 19, 22-33, 35-38	23
Director	1-3, 5, 7-8, 10-19, 21-33, 35-38	21
Producer of Digital Content	1-3, 5, 7-17, 19, 22-33, 35-38	23
WGN-TV Operations Manager	1-3, 5, 7-8, 10-17, 19, 22-33, 35-38	36
Broadcast Systems Engineering Supervisor	1-3, 5, 7-8, 10-17, 19, 22-33, 35-38	26
Media Technician/Master Control Operator	1-3, 5, 7-8, 10-17, 19, 21-33, 35-38	21
Overnight Media Technician/Master Control Operator	1-3, 5, 7-8, 10-20, 22-33, 35-38	20
Media Technician/Master Control Operator	1-3, 5, 7-8, 10-19, 21-38	21
Technical Director	1-3, 5, 7-8, 10-17, 19, 21-38	21
Producer of Digital Content	1-3, 5, 7-19, 21-38	21
Associate Producer	1-5, 7-8, 10-17, 19-20, 22-38	20
Supervising Producer	1-3, 5, 7-8, 10-17, 19-20, 22-38	20
Photographer/Editor	1-3, 5, 7-8, 10-17, 19-20, 22-38	20
Assignment Editor	1-3, 5, 7-8, 10-19, 22-38	18
Media Technician/Master Control Operator	1-4, 7-8, 11-19, 22-38	23
Promo Producer	1-3, 7-8, 10-17, 19-20, 22-38	20
Media Technician/Master Control Operator	1-4, 7-8, 10-19, 21-38	21
WGN Supervising Producer	1-3, 5, 7-8, 10-17, 19, 21-38	21

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
WGN News Writer	1-3, 5, 7-8, 10-17, 19, 22-38	26
IT Specialist-WGNTV	1-3, 5, 7-8, 10-19, 22-38	18
WGN Assignment Editor	1-3, 5, 7-17, 19-20, 22, 24-38	20
Producer	1-3, 5, 7-9, 11-19, 22-38	18
On-Camera TV Host	1-3, 5, 7-9, 11-20, 22-38	20
Producer	1-3, 5, 7-8, 10-19, 21-38	21
Photographer/Editor	1-3, 5, 7-9, 11-17, 19, 22-38	23
WGN News Writer	1-3, 5, 7-8, 11-19, 21-22, 24-38	21
Media Technician/Master Control Operator	1-3, 5, 7-8, 10-20, 22-38	20

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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	AFTRA (SAG-AFTRA) One E. Erie St. Suite 650 Chicago, Illinois 60611 Phone : 312-867-5504 Url : <a href="http://www.sagaftra.org/chicago">http://www.sagaftra.org/chicago</a> Email : <a href="mailto:eric.chaudron@sagaftra.org">eric.chaudron@sagaftra.org</a> Fax : 1-312-573-0318 Eric Chaudron	N	0
2	Art Institute of Chicago 112 S. Michigan Ave Suite 114 Chicago, Illinois 60603 Phone : 312-629-6820 Url : <a href="https://app.joinhandshake.com/login?utm_medium=email&amp;utm_source=activity_mailer">https://app.joinhandshake.com/login?utm_medium=email&amp;utm_source=activity_mailer</a> Teresa Gimpel Manual Posting	N	0
3	Bradley University 1501 W. Bradley Ave Peoria, Illinois 61625 Phone : (309) 677-2510 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> David Schwartz Manual Posting	N	0
4	CareerBuilder.com	N	4
5	Chatham Education & Workforce Center 640 E. 79th Street 2nd Floor Chicago, Illinois 60619 Phone : 1-773-722-3885 Email : <a href="mailto:SRoyal@KRA.com">SRoyal@KRA.com</a> Shree Royal	N	0
6	Collective Talent 1721 Richardson Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Michael Bille Manual Posting	N	0

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7	Columbia College 623 S. Wabash Chicago, Illinois 60605 Phone : 312-369-6844 Url : <a href="http://www.colum.edu/academics/anchor-graphics/ind">http://www.colum.edu/academics/anchor-graphics/ind</a> Valerie Robbins Manual Posting	N	0
8	DePaul University 1 East Jackson Blvd Suite 9700 Chicago, Illinois 60604 Phone : 312-362-5201 Url : <a href="https://www.depaul.edu/pages/default.aspx">https://www.depaul.edu/pages/default.aspx</a> Karyn McCoy Manual Posting	N	0
9	Employee Referral	N	9
10	IBEW Local 1220 8604 Catalpa Ave #901 Chicago, Illinois 60656 Phone : 773-714-1220 Url : <a href="http://www.ibew.org/">http://www.ibew.org/</a> Fax : 1-773-693-0009 John Rizzo	N	0
11	Illinois Broadcasters Association 200 Missouri Ave Cartville, Illinois 62918 Phone : 618-985-5555 Url : <a href="http://www.ilba.org/about-us">http://www.ilba.org/about-us</a> Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> Deborah Gray	N	0
12	Illinois Center for Broadcasting 455 Einsenhower Lane Suite #200 Lombard, Illinois 60148 Phone : 630-916-1700 Url : <a href="http://beonair.com/lombard/">http://beonair.com/lombard/</a> Email : <a href="mailto:dclark@beonair.com">dclark@beonair.com</a> Don Clark	N	0

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13	Illinois Department of Human Services 2215 Enterprise Drive Suite 1502 Westchester, Illinois 60154 Phone : 708-409-8808 Url : <a href="http://www.dhs.state.il.us/page.aspx?">http://www.dhs.state.il.us/page.aspx?</a> Email : <a href="mailto:maryann.pec@illinois.gov">maryann.pec@illinois.gov</a> Mary Ann Pec	N	0
14	Illinois Department of Human Services (ICRE Wood DRS Office) 1151 South Wood Street Chicago, Illinois 60612 Phone : 312-633-3570 Url : <a href="http://www.dhs.state.il.us/page.aspx?">http://www.dhs.state.il.us/page.aspx?</a> Fax : 1-312-633-3541 Robert Grau	N	0
15	Illinois Department of Human Services (Milwaukee Avenue DRS Office) 2753 W. North Ave 3rd floor Chicago, Illinois 60647 Phone : 773-292-4400 Url : <a href="http://www.dhs.state.il.us/page.aspx?">http://www.dhs.state.il.us/page.aspx?</a> Email : <a href="mailto:margarita.vega@illinois.gov">margarita.vega@illinois.gov</a> Fax : 1-773-292-4432 Margarita Vega	N	0
16	Illinois Job Link 33 S. State St. Chicago, Illinois 60603 Phone : 312-793-0966 Url : <a href="https://illinoisjoblink.illinois.gov/ada/r/about_u">https://illinoisjoblink.illinois.gov/ada/r/about_u</a> Email : <a href="mailto:Jose.Crespo@illinois.gov">Jose.Crespo@illinois.gov</a> Angela Rebellon	N	0
17	Illinois Media School 210 South Clark Suite 1900 Chicago, Illinois 60603 Phone : 331-215-4733 Url : <a href="https://beonair.com/locations/chicago/">https://beonair.com/locations/chicago/</a> Email : <a href="mailto:lfenton@beonair.com">lfenton@beonair.com</a> Lisa Fenton	N	0
18	Indeed.com	N	31

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19	Indiana University 940 E. Seventh St Bloomington, Indiana 47405 Phone : 812-855-1704 Url : <a href="https://app.joinhandshake.com/login?utm_medium=email&amp;utm_source=activity_mailer">https://app.joinhandshake.com/login?utm_medium=email&amp;utm_source=activity_mailer</a> Marcia Debnam Manual Posting	N	0
20	Internal Promotion	N	12
21	Intracompany Transfer	N	9
22	Job Link 7045 W. Ridgeway Lincolnwood, Illinois 60712 Phone : 773-866-1111 Url : <a href="http://joblinkchicago.org/">http://joblinkchicago.org/</a> Email : <a href="mailto:info@joblinkchicago.org">info@joblinkchicago.org</a> Daniel Gordon	N	0
23	Linked In	N	64
24	Loyola University 1032 W. Sheridan Rd Sullivan Center- SUITE 295 Chicago, Illinois 60660 Phone : 773.508.7716 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Patty Terhule Manual Posting	N	0
25	National Academy of Television Arts & Sciences 1697 Broadway Suite 404 New York, New York 10019 Phone : 312-369-8600 Url : <a href="http://jobbank.emmyonline.org/index.php">http://jobbank.emmyonline.org/index.php</a> Rebekah Cowing Manual Posting	N	0
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25

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27	Northwestern University (Career Services) 620 Lincoln Evanston, Illinois 60208 Phone : 847-467-4743 Url : <a href="http://www.northwestern.edu/">http://www.northwestern.edu/</a> Alice Harra Manual Posting	N	0
28	Roosevelt University - Handshake 460 S. Michigan Ave Chicago, Illinois 60605 Phone : 312-341-3674 Url : <a href="https://app.joinhandshake.com/login?utm_medium=email&amp;utm_source=activity_mailer">https://app.joinhandshake.com/login? utm_medium=email&amp;utm_source=activity_mailer</a> Chris Willis Manual Posting	N	0
29	Southern Illinois University 1 Hairpin Dr Edwardsville, Illinois 62025 Phone : 618-650-5656 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Lisa Gowen Manual Posting	N	0
30	TVJOBS.COM P.O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Online Online Manual Posting	N	0
31	University of Chicago 1212 East 59th Chicago, Illinois 60637 Phone : 773-702-7040 Url : <a href="http://www.uchicago.edu/">http://www.uchicago.edu/</a> Erika Grammel Manual Posting	N	0

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32	University of Illinois Urbana-Champaign-Handshake 901 West Illinois Street Urbana, Illinois 61801 Phone : 217-333-0302 Url : <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> n/a n/a Manual Posting	N	0
33	University of Illinois- Chicago 601 S. Morgan Room 521 Chicago, Illinois 60607 Phone : 312-996-0425 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Robin Hursey Manual Posting	N	0
34	UW-Madison, School of Journalism and Mass Communication 821 University Ave. Room 5114 Madison, Wisconsin 53706 Phone : 608-890-1046 Url : <a href="https://www.wisc.edu/">https://www.wisc.edu/</a> Email : <a href="mailto:pgarciariver@wisc.edu">pgarciariver@wisc.edu</a> Pamela Garcia-Rivera	Y	0
35	Valparaiso University 1509 Chapel Dr Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : <a href="http://www.valpo.edu/">http://www.valpo.edu/</a> Lisa Grubb Manual Posting	N	0
36	WGN-TV Internal - Intranet/Job Boards 2501 W. Bradley Place Chicago, Illinois 60618 Phone : 773-883-3120 Url : <a href="https://wd5.myworkday.com/nexstar/d/inst/13102!CK5mGhIKBggDEMenAhIICgYI1A0QxgI~*zkxaU3t7qV4~/cacheab">https://wd5.myworkday.com/nexstar/d/inst/13102!CK5mGhIKBggDEMenAhIICgYI1A0QxgI~*zkxaU3t7qV4~/cacheab</a> Juana Vega Manual Posting	N	16



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37	Winona State 175 West Mark Street Winona, Minnesota 55987 Phone : 507-457-2765 Url : <a href="https://app.joinhandshake.com/jobs/new">https://app.joinhandshake.com/jobs/new</a> Toni Drier Manual Posting	N	0
38	<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>170</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	Ongoing Event	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.	2	General Manager Human Resources Manager
2	8/30/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated in the DePaul University Discover Chicago Program. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Director of Production
3	10/7/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Northwestern University's Medill School of Journalism. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Reporter
4	10/21/2022	Participation in events sponsored by organizations representing the community	The Station participated in the East Coast Midwest Virtual Diversity Employment Day Career Fair. Station personnel met virtually with potential job applicants and discussed vacancies at the Station and in the broadcasting industry.	2	Human Resources Manager Regional Director of Human Resources
5	11/1/2022	Participation in Job Fairs	Station personnel participated in the Loyola University Chicago, Marketing, Communications & Media Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
6	12/20/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Oak Park and River Forest High School. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Creative Services Manager

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7	1/27/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Loyola Academy during their annual "Quo Vadis" Career Day. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Reporter
8	3/12/2023	Participation in events sponsored by organizations representing the community	Station personnel participated in the Companies That Care - Aim High Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Anchor/Reporter
9	4/24/2023	Participation in events or programs sponsored by educational institutions	Station personnel met with Oak Park and River Forest High School students. Station personnel spoke about career decisions and job requirements.	5	Creative Services Manager Director of Sales Station Personell
10	4/25/2023	Participation in Job Fairs	The Station participated in Chicago's 23rd Annual Diversity Employment Day Virtual Career Fair - "Getting America Back to Work in 2023". Station personnel met virtually with potential job applicants.	2	Human Resources Manager Regional Director of HR
11	6/15/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated in the British International School of Chicago, South Loop internship program. The internship program allowed the student to gain knowledge of the broadcasting industry.	1	Anchor
12	7/11/2023	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.	37	General Manager All Hiring Managers