

# WHBF-TV/KGCW-TV

## EEO PUBLIC FILE REPORT

**August 1, 2019 - July 31, 2020**

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")<br>Used to Fill Vacancy  | RS Referring<br>Hiree |
|--------------------------------|---|-----------------------|
| Account Executive              | 1-29, 31, 33-37, 39-52, 54-72   | 28                    |
| Account Executive              | 1-29, 31, 33-37, 39-52, 54-72   | 28                    |
| Account Executive              | 1, 4, 6, 8-17, 19-23, 25-28, 31, 33, 36,<br>38-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72   | 28                    |
| Account Executive              | 1, 4, 6, 8-17, 19-23, 25-28, 31, 33, 36,<br>38-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72   | 28                    |
| Primary News Anchor            | 1, 4, 6, 8-17, 19-23, 25-27, 31, 33, 36,<br>38-42, 44-45, 47-48, 50-53, 56-59, 61-<br>65, 68-72   | 53                    |
| Multimedia Journalist          | 42, 57  | 42                    |
| Multimedia Journalist          | 42, 57  | 42                    |
| Multimedia Journalist          | 1, 4, 6, 8-17, 19-23, 25-27, 31, 33, 36,<br>38-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72   | 42                    |
| Multimedia Journalist          | 1, 4, 6, 8-17, 19-23, 25-27, 31, 33, 36,<br>38-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72   | 42                    |
| Digital Multimedia Journalist  | 1, 4, 6, 8-17, 19-23, 25-27, 31, 33, 36,<br>38-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72   | 42                    |
| Digital Multimedia Journalist  | 1, 4, 6, 8-17, 19-23, 25-27, 31, 33, 36,<br>38-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72   | 42                    |
| Producer                       | 1, 4, 6, 8-17, 19-23, 25-27, 31-33, 36,<br>38-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72    | 42                    |
| Weekend Sports Anchor/Reporter | 18, 42, 57  | 18                    |
| Morning Meteorologist          | 1, 4, 6, 8-17, 19-23, 25-27, 30-31, 33,<br>36, 38-42, 44-45, 47-48, 50-52, 56-59,<br>61-65, 68-72 | 30                    |
| Weekend Meteorologist          | 42, 53  | 53                    |
| News Producer                  | 42-43, 57   | 43                    |

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### I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title                           | Recruitment Sources ("RS")<br>Used to Fill Vacancy   | RS Referring<br>Hiree |
|-------------------------------------|--|-----------------------|
| News Producer                       | 42, 57   | 42                    |
| Digital Marketing Account Executive | 1, 4, 6, 8-11, 13-17, 19-23, 25-27, 33,<br>36, 39-42, 44-45, 47-48, 50-51, 56, 58-<br>59, 61-65, 68-72 | 47                    |
| Producer                            | 1, 4, 6, 8-17, 19-23, 25-27, 31-33, 36,<br>39-42, 44-45, 47-48, 50-53, 56-59, 61-<br>65, 68-72         | 53                    |
| Producer                            | 1, 4, 6, 8-23, 25-27, 31-33, 36, 39-42,<br>44-45, 47-48, 50-53, 56-59, 61-65, 68-<br>72                | 18                    |
| Account Executive                   | 1, 4, 6, 8-17, 19-23, 25-28, 31-33, 36,<br>39-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72         | 28                    |
| Account Executive                   | 1, 4, 6, 8-17, 19-23, 25-28, 31-33, 36,<br>39-42, 44-45, 47-48, 50-52, 56-59, 61-<br>65, 68-72         | 28                    |
| Weekend Sports Anchor/Reporter      | 42   | 42                    |

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

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|---|--|---|
| 1                    | American Broadcasting School<br>712 N Watson Rd, Ste 200<br>Arlington, Texas 76016<br>Phone : 817-695-2474<br>Email : michelle@radioschool.com<br>Michelle McConnell          | Y  | 0   |
| 2                    | American University - Washington DC<br>4400 Massachusetts Ave NW 5th Floor, Butler Pavillion<br>Washington, District of Columbia 20016<br>Phone : 202-885-1814<br>Maria Morck | N  | 0   |
| 3                    | Art Institute of Colorado<br>1200 Lincoln St Career Services Dept<br>Denver, Colorado 80203<br>Phone : 303-824-2168<br>Email : ssaid@aii.edu<br>Stacy Said                    | Y  | 0   |
| 4                    | Augustana College<br>639 38th Street<br>Rock Island, Illinois 61201<br>Phone : 309-794-7339<br>Email : lisalater@augustana.edu<br>Lisa Slater                                 | Y  | 0   |
| 5                    | Boston College<br>38 Commonwealth Ave Southwell Hall<br>Chestnut Hill, Massachusetts 2467<br>Phone : 617-552-4769<br>Joanne LaRosee<br>Manual Posting                         | Y  | 0   |
| 6                    | Bradley University<br>1501 W Bradley Ave Smith Career Center<br>Peoria, Illinois 61625<br>Phone : 309-677-2510<br>Email : jlberry@bradley.edu<br>Jean Berry                   | Y  | 0   |
| 7                    | Brown Mackie College<br>2119 E Kimberly Rd<br>Bettendorf, Iowa 52722<br>Phone : 563-344-1519<br>Julie Richters<br>Manual Posting  | Y  | 0   |

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|----------------------|---|--|---|
| 8                    | Bryan University<br>2360 Hamptn Ave<br>St Louis, Missouri 63139<br>Phone : 314-647-8181<br>Email : placement@broadcastcenterinfo.com<br>Don Golaszewski   | Y  | 0   |
| 9                    | Buena Vista University<br>610 W 4th St<br>Storm Lake, Iowa 50588<br>Phone : 712-749-2440<br>Email : careerservices@bvu.edu<br>Brenda Dodge  | N  | 0   |
| 10                   | CCNMA:Latino Journalists of California<br>727 W 27th St Room 201 USC Annenberg School of<br>Communication and Journalism<br>Los Angeles, California 90007<br>Phone : 213-821-0075<br>Email : ccnmainfo@ccnma.org<br>Career Services | N  | 0   |
| 11                   | Clarke University<br>1550 Clarke Drive Counseling & Career Services<br>Dubuque, Iowa 52001<br>Phone : 563-588-6302<br>Email : careerservices@clarke.edu<br>Laurie Mihm  | Y  | 0   |
| 12                   | Clinton Community College<br>1000 Lincoln Blvd<br>Clinton, Iowa 52732<br>Phone : 563-244-7012<br>Email : rschadt@eicc.edu<br>Robert Schadt  | N  | 0   |
| 13                   | Collective Talent<br>5134 Sandy Beach Ave<br>Sarasota, Florida 34242<br>Phone : 813-494-4555<br>Email : bille@michaelsmedia.com<br>Michael Bille  | Y  | 0   |
| 14                   | Commissions on the Status of African Americans<br>312 E 12th St Lucas State Office Building<br>Des Moines, Iowa 50319<br>Phone : 515-281-3274<br>Email : kim.checks@iowa.gov<br>Kim Checks  | Y  | 0   |

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|------------------|--|--|---|
| 15               | Davenport Civil Rights<br>226 W 4th Street<br>Davenport, Iowa 52801<br>Phone : 563-326-7888<br>Beth Bodilla<br>Manual Posting  | Y  | 0   |
| 16               | Davenport NAACP<br>PO Box 3661<br>Davenport, Iowa 52808<br>Phone : 563-579-8378<br>Email : naacprob@gmail.com<br>Robert Jackson  | N  | 0   |
| 17               | Eastern Illinois University<br>600 Lincoln 1301 HSC<br>Charleston, Illinois 61920<br>Phone : 217-581-2412<br>Email : afreeswilliams@eiu.edu<br>Bobbi Kingery                       | Y  | 0   |
| 18               | Employee Referral  | N  | 4   |
| 19               | EPICS (External Programs Internships & Career Services)<br>70 Arts Circle<br>Evanston, Illinois 60208<br>Phone : 847-467-0270<br>Email : epics@northwestern.edu<br>Career Services | Y  | 0   |
| 20               | George Washington Carver Association<br>710 Percy Baker Junior Ave<br>Peoria, Illinois 61605<br>Phone : 309-839-0722<br>Ken Hinton<br>Manual Posting                               | Y  | 0   |
| 21               | Hamilton Technical College<br>1011 E 53rd St<br>Davenport, Iowa 52807<br>Phone : 563-386-3570<br>Email : lkilmer@hamiltontechcollege.com<br>Laura Kilmer                           | Y  | 0   |
| 22               | Hawkeye Community College<br>1501 E Orange Rd<br>Waterloo, Iowa 50704<br>Phone : 319-296-4297<br>Email : careerservices@hawkeyecollege.edu<br>Kate Childers                        | N  | 0   |

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|------------------|---|--|---|
| 23               | Illinois Broadcasters Association<br>200 Missouri Ave<br>Carterville, Illinois 62918<br>Phone : 618-985-5555<br>Email : dgray@ilba.org<br>Debra Gray  | Y  | 0   |
| 24               | Illinois Central College<br>One College Dr CC207<br>East Peoria, Illinois 61635<br>Phone : 309-694-5321<br>Dawn Gries   | N  | 0   |
| 25               | Illinois Dept of Employment Security<br>500 42nd Street Suite 1<br>Rock Island, Illinois 61201<br>Phone : 309-794-3588<br>Email : sarah.gustafson@illinois.gov<br>Fax : 1-309-794-3669<br>Sarah Gustafson | Y  | 0   |
| 26               | Illinois Media School<br>455 Eisenhower Lane South Suite 200<br>Lombard, Illinois 60148<br>Phone : 630-916-1700<br>Email : fmuller@beonair.com<br>Francesca Muller  | Y  | 0   |
| 27               | Illinois News Broadcasters Association<br>815 Long Rd Job File<br>Glenview, Illinois 60025<br>Phone : 847-729-6397<br>Email : borowmaq@aol.com<br>Bob Roberts   | N  | 0   |
| 28               | Indeed.com<br>6433 Champion Grandview Way Building 1<br>Austin, Texas 78750<br>Job Board<br>Manual Posting  | N  | 23  |
| 29               | Indiana University<br>940 E 7th St Ernie Pyle Hall 202<br>Bloomington, Illinois 47405<br>Phone : 812-855-1704<br>Marcia Debnam  | N  | 0   |
| 30               | Internal Promotion  | N  | 1   |

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|-----------|--|---|--|
| 31        | Iowa Lakes Community College<br>300 S 18th Street<br>Esterville, Iowa 51334<br>Phone : 712-362-7914<br>Bob Pritchard   | N   | 0  |
| 32        | Iowa Wesleyan College<br>601 N Main Street<br>Mount Pleasant, Iowa 52641<br>Phone : 319-385-6256<br>Email : traci.bender@iw.edu<br>Traci Bender  | Y   | 0  |
| 33        | Iowa Workforce Development<br>902 W Kimberly Rd Suite 51<br>Davenport, Iowa 52806<br>Phone : 563-445-3200<br>Email : mark.holloway@iwd.iowa.gov<br>Mark Holloway                                   | Y   | 0  |
| 34        | Jackson State University<br>1400 J R Lynch St<br>Jackson, Mississippi 39217<br>Phone : 601-979-2477<br>Sara Woodall  | N   | 0  |
| 35        | Job/Bulletin Board   | N   | 1  |
| 36        | Madison Media Institute<br>2702 Agriculture Drive<br>Madison, Wisconsin 53718<br>Phone : 608-237-8312<br>Email : sarray@mediainstitute.edu<br>Susan Array  | N   | 0  |
| 37        | Marquette University<br>1250 W Wisconsin Ave<br>Milwaukee, Wisconsin 53233<br>Phone : 414-288-5735<br>Liz Baird  | N   | 0  |
| 38        | Martin Luther King Community Center<br>630 9th Street<br>Rock Island, Illinois 61201<br>Phone : 309-732-2999<br>Email : MLKmail@rigov.org<br>Kristia LeShoure<br><br>Prong 2 Ended Date: 12/4/2019 | N   | 0  |

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|------------------|--|--|---|
| 39               | MediaLineTalent<br>2515 Sparrow Crest Dr.<br>Katy, Texas 77494<br>Phone : 913-217-0685<br>Email : medialine@medialine.com<br>Rick Iler   | Y  | 0   |
| 40               | Medill School of Journalism<br>1845 Sheridan Rd<br>Evanston, Illinois 60208<br>Phone : 847-467-6213<br>Email : b-stewart@northwestern.edu<br>Beverley Stewart                          | N  | 0   |
| 41               | National Lesbian & Gay Journalist Association<br>2120 L Street, NW Suite 850<br>Washington, District of Columbia 20037<br>Phone : 202-588-9888<br>Email : arin@nljja.org<br>Arin Jayes | N  | 0   |
| 42               | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting                                    | N  | 11  |
| 43               | Nexstar's Facebook Page  | N  | 2   |
| 44               | North Dakota State College<br>800 6th St N<br>Wahpeton, North Dakota 58076<br>Phone : 701-671-2258<br>Email : kijia.homes@ndscs.edu<br>Kijia Homes                                     | N  | 0   |
| 45               | Northwestern University<br>620 Lincoln St Career Services Dept<br>Evanston, Illinois 60208<br>Phone : 847-491-3700<br>Email : recruit@northwestern.edu<br>Career Services              | N  | 0   |
| 46               | Ohio University<br>533 Baker University Center<br>Athens, Ohio 45701<br>Phone : 740-593-1394<br>Christi Lee  | N  | 0   |



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|------------------|---|--|---|
| 47               | OurQuadCities.com<br>231 18th Street<br>Rock Island, Illinois 61201<br>Phone : 309-786-5441<br>Email : jwalls@whbf.com<br>JD Walls  | N  | 3   |
| 48               | Scott Community College<br>500 Belmont Rd Room 3103<br>Bettendorf, Iowa 52722<br>Phone : 563-441-4021<br>Email : wcole@eicc.edu<br>Wayne Cole                                   | N  | 0   |
| 49               | Simpson College<br>701 North C Street<br>Indianola, Iowa 50125<br>Phone : 515-967-1667<br>Jennifer del Pino   | N  | 0   |
| 50               | Society of Broadcast Engineers<br>9102 N Meridian St Suite 150<br>Indianapolis, Indiana 46260<br>Email : kjones@sbe.org<br>Scott Jones  | N  | 0   |
| 51               | Southern IL University<br>1263 Lincoln Dr Career Services Dept<br>Carbondale, Illinois 62901<br>Phone : 618-453-1045<br>Email : careerservices@siu.edu<br>Douglas Reichenberger | Y  | 0   |
| 52               | St. Ambrose University<br>518 W Locust St<br>Davenport, Iowa 52806<br>Phone : 563-333-6340<br>Angela Wolfe<br>Manual Posting  | N  | 0   |
| 53               | Station's Facebook Page   | N  | 10  |
| 54               | Syracuse University<br>235 Schine Center 303 Unviersity Place<br>Syracuse, New York 13244<br>Phone : 315-443-3616<br>Career Services  | N  | 0   |

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|----------------------|--|--|---|
| 55                   | Texas State University<br>601 University Dr Career Services Dept<br>San Marcos, Texas 78666<br>Phone : 512-245-2645<br>Victoria Hinojosa   | N  | 0   |
| 56                   | Truman State University<br>100 E Normal<br>Kirksville, Missouri 63501<br>Phone : 660-785-4353<br>Email : careers@truman.edu<br>Tessa Prewitt   | Y  | 0   |
| 57                   | TV Jobs<br>P O Box 4116<br>Oceanside, California 92052<br>Job Board<br>Manual Posting  | N  | 0   |
| 58                   | United Neighbors<br>808 N Harrison St<br>Davenport, Iowa 52803<br>Phone : 563-322-7363<br>Email : imj62@aol.com<br>Ida Johnson   | N  | 0   |
| 59                   | University of Dubuque<br>2000 University Ave<br>Dubuque, Iowa 52001<br>Phone : 563-589-3128<br>Email : career@dbq.edu<br>Amy Baus  | N  | 0   |
| 60                   | University of Miami<br>1306 Stanford Dr Toppel Career Center<br>Coral Gables, Florida 33146<br>Phone : 305-284-5451<br>Career Services   | N  | 0   |
| 61                   | University of Missouri<br>Missouri School of Journalism 201 Student Success Center<br>Columbia, Missouri 65203<br>Phone : 573-884-1909<br>Email : career@missouri.edu<br>Laura Redfield-Jacobs | N  | 0   |

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|------------------|--|--|---|
| 62               | University of Northern Iowa<br>1227 West 27th St 102 Gilchrist Hall Career Services<br>Cedar Falls, Iowa 50614<br>Phone : 319-273-6857<br>Email : careerservices@uni.edu<br>Shannon Seehase  | N  | 0   |
| 63               | University of Northern Iowa<br>326 Lang Hall Dept of Communication Studies<br>Cedar Falls, Iowa 50614<br>Phone : 319-273-6118<br>Email : martinc@uni.edu<br>Christopher Martin   | Y  | 0   |
| 64               | University of Wisconsin - Madison<br>5115 Vilas Hall 821 University Ave<br>Madison, Wisconsin 53706<br>Phone : 608-262-3690<br>Url : https://journalism.wisc.edu/<br>Email : info@journalism.wisc.edu<br>Angela Stone Pamela Garcia Rivera | Y  | 0   |
| 65               | University of Wisconsin - Platteville<br>1 University Plaza 0200 Ullsvik Hall<br>Platteville, Wisconsin 53818<br>Phone : 608-342-1183<br>Email : williaje@uwplatt.edu<br>Jennifer Williamson   | Y  | 0   |
| 66               | USC - Los Angeles<br>University Park<br>Los Angeles, California 90089<br>Career Services   | N  | 0   |
| 67               | Vincennes University<br>1002 North First Street Broadcasters Dept<br>Vincennes, Indiana 47591<br>Phone : 812-888-5344<br>Jill Ballinger<br>Manual Posting  | Y  | 0   |
| 68               | Wartburg College<br>100 Wartburg Blvd Career Services Dept<br>Waverly, Iowa 50677<br>Phone : 319-352-8425<br>Email : derek.solheim@wartburg.edu<br>Derek Solheim   | Y  | 0   |

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|--|---|--|---|
| 69   | Western Illinois University<br>1 University Circle<br>Macomb, Illinois 61455<br>Phone : 309-298-2888<br>Email : wg-hoon@wiu.edu<br>William Hoon   | N  | 0   |
| 70   | Winona State University<br>PO Box 5838 Maxwell 314<br>Winona, Minnesota 55987<br>Phone : 507-457-5878<br>Email : career@winona.edu<br>Career Services   | Y  | 0   |
| 71   | Winthrop University<br>701 Oakland Ave Johnson Hall J-213<br>Rock Hill, South Carolina 29733<br>Phone : 803-323-4529<br>Email : nortzm@winthrop.edu<br>Mark Nortz   | N  | 0   |
| 72   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>55</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 | 9/26/2019     | Participation in Job Fairs   | The SEU participated in the ProFair at St. Ambrose University. SEU personnel met with students to discuss internships and job vacancies.   | 2                                   | Business Administrator<br>News Director |
| 2 | 2/26/2020     | Participation in Job Fairs   | The SEU participated in the ProFair at Augustana College. SEU personnel met with students and discussed internships and job vacancies.   | 2                                   | Business Administrator<br>News Director |
| 3 | Ongoing Event | Establishment of an intern program designed to assist members of the community | <p>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>SEU hosted one (1) intern, from Augustana College during the Winter 2019 term and Summer 2020 term; two (2) interns from Augustana during the Summer 2020 term, two (2) interns from St. Ambrose University during the Summer 2020 term.</p> | 1                                   |   |
| 4 | 6/25/2020     | Listing of each upper-level category opening in a job bank or newsletter       | The SEU 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 and to the Illinois Department of Employment Security, a general vacancy job bank.  | 1                                   | Business Administrator                  |