

WHBF-TV / KGCW-TV

EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

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
Digital Multimedia Journalist	1-2, 4, 6-10, 13-17, 20-21, 23-27, 29, 33, 35-36, 39-44	23
News Producer - Evening	1-10, 13-17, 20-21, 23-27, 29-31, 33-36, 39-44	17
Multimedia Journalist	1-4, 6-10, 13-16, 20-21, 23-29, 33, 35-36, 39-44	3
Digital Media Coordinator	1-2, 4, 6-10, 13-17, 20-21, 23-27, 29, 33, 35-37, 39, 41-44	17
Multimedia Journalist	1-2, 4-7, 9-10, 13-16, 20-22, 24-27, 29-31, 33-36, 39-44	43
Multimedia Journalist	1-2, 4-7, 9-10, 13-16, 20-21, 23-27, 29-31, 33-36, 39-44	23
Production Director	1-2, 4-7, 9-10, 13-18, 20-21, 24-27, 29-31, 33-37, 39-42, 44	18
Sales Account Executive	1-2, 4-7, 9-10, 13-17, 20-21, 24-27, 29-31, 33-37, 39-44	17
Digital Executive Producer	1-2, 4-7, 9-10, 12-16, 20-21, 24-27, 29-36, 39-44	32
Local Sales Manager - KLJB	1-2, 4-7, 9-10, 13-16, 20-21, 23-37, 39-44	23
Sales Account Executive	1-2, 4-7, 9-10, 12-17, 20-21, 24-27, 29-31, 33-36, 39-44	17
Morning News Anchor	1-2, 4-7, 9-10, 13-16, 18, 20-22, 24, 26-27, 29-31, 33-36, 39-44	18
Multimedia Journalist/Reporter	1-2, 4-7, 9-16, 20-22, 24-27, 29-31, 33-36, 39-44	11
Sales Account Executive	1-2, 4-7, 9-10, 12-17, 20-21, 24-27, 29-31, 33-36, 39-44	17
Sales Account Executive - KLJB	1-2, 4-7, 9-10, 13-17, 20-21, 23, 25-27, 29-31, 33-36, 39-44	27
Anchor / Reporter	1-2, 4-7, 9-10, 13-16, 19-22, 25-27, 29-31, 33-36, 39-44	19

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Local Sales Manager	1-2, 4-7, 9-10, 13-16, 18, 20-22, 24-31, 33-36, 39-44	18
Digital Multimedia Journalist	1-2, 4-7, 9-10, 13-16, 20-22, 24-27, 29- 31, 33-36, 39-44	43
Digital Sales Manager	1-2, 4-7, 9-10, 13-17, 20-21, 23-27, 29- 31, 33-36, 39-44	17
Production Assistant (FT)	1-2, 4-7, 9-10, 13-18, 20-21, 24-27, 29- 31, 33-36, 38-44	18
Full Time Morning Production Assistant	1-2, 4-7, 9-10, 13-17, 20-21, 23-27, 29- 31, 33-37, 39-44	17
News Producer	1-2, 4-7, 9-10, 13-16, 18, 20-21, 24-27, 29-31, 33-36, 38-44	18
Multimedia Journalist/Reporter	1-2, 4-7, 9-10, 13-16, 18, 20-21, 23-27, 29-31, 33-44	18
Morning Meteorologist	1-2, 4-7, 9-10, 12-17, 20-21, 24-27, 29- 31, 33-44	37

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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	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7339 Email : lisalater@augustana.edu Lisa Slater	Y	0
2	Bradley University 1501 W Bradley Ave Smith Career Center Peoria, Illinois 61625 Phone : 309-677-2510 Email : jlberry@bradley.edu Jean Berry	Y	0
3	CareerBuilder.com	N	2
4	CCNMA:Latino Journalists of California 727 W 27th St Room 201 USC Annenberg School of Communication and Journalism Los Angeles, California 90007 Phone : 213-821-0075 Email : ccnmainfo@ccnma.org Career Services	N	0
5	Claremont Graduate University 150 E 10th St Claremont, California 91711 Url : https://www.cgu.edu/ None none Manual Posting	N	0
6	Clinton Community College 1000 Lincoln Blvd Clinton, Iowa 52732 Phone : 563-244-7012 Email : rschadt@eicc.edu Robert Schadt	N	0
7	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Commissions on the Status of African Americans 312 E 12th St Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-281-3274 Email : kim.cheeks@iowa.gov Kim Cheeks	N	0
9	Davenport Civil Rights 226 W 4th Street Davenport, Iowa 52801 Phone : 563-326-7888 Beth Bodilla Manual Posting	Y	0
10	Davenport NAACP PO Box 3661 Davenport, Iowa 52808 Phone : 563-579-8378 Email : naacprob@gmail.com Robert Jackson	N	0
11	Educational Institution	N	1
12	Employee Referral	N	7
13	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Debra Gray Manual Posting	N	0
14	Illinois Dept of Employment Security 500 42nd Street Suite 1 Rock Island, Illinois 61201 Phone : 309-794-3619 Email : jane.verplaetse@illinois.gov Fax : 1-309-794-3619 Jane Verplaetse	Y	0
15	Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	Y	0

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16	Illinois News Broadcasters Association 815 Long Rd Job File Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
17	Indeed.com	N	17
18	Internal Promotion	N	6
19	Intracompany Transfer	N	1
20	Iowa Broadcasters 102 N. 2nd Ave E Newton , Iowa 50208 Phone : 515-224-7237 Email : info@iowabroadcasters.com Elizabeth Harris	N	0
21	Iowa Workforce Development 902 W Kimberly Rd Suite 51 Davenport, Iowa 52806 Phone : 563-445-3200 Email : mark.holloway@iwd.iowa.gov Mark Holloway	Y	0
22	Job/Bulletin Board	N	8
23	Linked In	N	22
24	MediaLineTalent/Newsblues 1181 Walnut Terrace Boca Raton, Florida 33486 Phone : 610-659-8583 Email : stephanie@reelmediagroup.com Stephanie Siegel	N	0
25	Medill School of Journalism 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-467-6213 Email : medillcareerservices@northwestern.edu Beverley Stewart	N	0
26	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : arin@nljga.org Arin Jayes	N	0

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27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
28	Nexstar's Facebook Page	N	3
29	Northwestern University 620 Lincoln St Career Services Dept Evanston, Illinois 60208 Phone : 847-491-3700 Email : recruit@northwestern.edu Career Services	N	0
30	Pitzer College 1050 N. Mills Ave Claremont, California 91711 Url : https://www.pitzer.edu/ none none Manual Posting	N	0
31	Pomona College 333 N. College Way Claremont, California 91711 Url : https://www.pomona.edu/ None none Manual Posting	N	0
32	Re-hire	N	2
33	Scott Community College 500 Belmont Rd Room 3103 Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
34	Scripps College 1030 N. Columbia Ave Claremont, California Url : https://www.scrippscollege.edu/ None none Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Scott Jones	N	0
36	St. Ambrose University 518 W Locust St Davenport, Iowa 52806 Phone : 563-333-6340 Angela Wolfe Manual Posting	N	0
37	Station's Facebook Page	N	15
38	TV Jobs P O Box 4116 Oceanside, California 92052 Job Board Manual Posting	N	0
39	United Neighbors 808 N Harrison St Davenport, Iowa 52803 Phone : 563-322-7363 Email : imj62@aol.com Ida Johnson	N	0
40	University of Missouri Missouri School of Journalism 201 Student Success Center Columbia, Missouri 65203 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
41	University of Northern Iowa 326 Lang Hall Dept of Communication Studies Cedar Falls, Iowa 50614 Phone : 319-273-6118 Email : martinc@uni.edu Christopher Martin	N	0
42	Western Illinois University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-2888 Email : wg-hoon@wiu.edu William Hoon	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	WHBF job board, website, internal 231 18th Street Rock Island, Illinois 61201 Phone : 309-786-5441 Candy Seys Manual Posting	N	7
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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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	9/14/2021	Participation in Job Fairs	The SEU participated at a Virtual Fall Job & Internship Fair with Bradley University students via Handshake.	2	News Director HR/BA
2	9/21/2021	Participation in Job Fairs	The SEU participated at the Bradley University 2021 Fall job & internship fair. SEU personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	News Director HR/BA
3	10/13/2021	Participation in events sponsored by organizations representing the community	The SEU participated at the Recruitment & Retention: The Next Generation. Panel Discussion and interactive round tables of professional development and discussion, designed specifically for for the hiring and talent development leaders who are at the front lines of this emerging conflict.	4	News Director DOS HR/BA Production Manager
4	11/3/2021	Participation in Job Fairs	The SEU participated at the Southern Illinois University Media Arts and Design Virtual Job and Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	News Director HR/BA
5	2/22/2022	Participation in Job Fairs	The SEU participated at the Bradley University 2022 Spring Job & Internship Fair. SEU personnel were able to meet with students and discuss vacancies at the stations and in the broadcasting industry.	2	News Director DOS
6	3/30/2022	Participation in events or programs sponsored by educational institutions	The SEU participated as a speaker at the Rock Island High School Career day. SEU personnel spoke about career decisions and job requirements.	1	Chief Meteorologist
7	7/1/2022	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 the Illinois Department of Employment Security.	1	HR/BA

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8	7/13/2022	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussion regarding proper dissemination of job vacancy information, document retention and hiring procedures.	13	News Director LSM GM Production Manager