

WHBF-TV / KGCW-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
Multimedia Journalist	1-10, 12-16, 18-19, 22-39	38
Sports Reporter	1, 3-19, 22-39	17
Sales Account Executive	1, 3-5, 7-10, 13-18, 22-29, 31-32, 34-39	17
Multimedia Journalist	1-10, 12-16, 18-19, 21-26, 28-32, 34-39	21
Sales Account Executive - KLJB	1-10, 12-16, 18-19, 22-26, 28-32, 34-39	38
Producer	1-7, 9-10, 12-19, 22-26, 28-32, 34-39	17
Local Sales Manager	1-6, 8-10, 12-16, 18-19, 22-26, 28-32, 35-39	38
Sales Account Executive	1-10, 12-19, 22-26, 28-32, 35-39	17
Sales Account Executive	1-10, 12-19, 22-26, 28-32, 35-39	17
Sales Account Executive	1-10, 12-19, 22-26, 28-32, 35-39	17
News Producer	1-19, 22-26, 28-32, 35-39	17
Morning News Anchor	1-10, 12-19, 22-26, 28-32, 35-39	17
Morning News Anchor	1-10, 12-16, 18-26, 28-32, 35-39	21
Production Assistant (FT) - Evening	1-10, 12-19, 22-26, 28-32, 35-39	17
Multimedia Journalist/Reporter	1-10, 12-16, 18-19, 22-26, 28-32, 35-39	38
Sales Account Executive	1-7, 9-10, 12-19, 22-26, 28-32, 35-39	17
News Producer - Morning	1-7, 9-10, 12-16, 18-19, 22-26, 28-32, 35-39	38

The following recruiting sources confirmed they no longer want to receive job vacancy notifications and have been dropped as of 4/22/23:

Recruiting Source #8 - Collective Talent
Recruiting Source #19 - Iowa Workforce Development

The following recruiting sources were added effective 8/1/22:

Recruiting Source #2 - Beonair Network of Media School

**Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

WHBF-TV / KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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	Beonair Network of Media School 9885 Rockside Road Valley View, Ohio 44125 Phone : 234-203-2768 Email : lleciejewski@beonair.com Lynda Leciejewski	N	0
3	Bradley University 1501 W Bradley Ave Smith Career Center Peoria, Illinois 61625 Phone : 309-677-2515 Email : careers@bradley.edu Lisa Hinthorn	Y	0
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	Claremont McKenna College 888 N. Columbia Ave Claremont, California 91711 Url : https://www.cmc.edu/ None none Manual Posting	N	0

WHBF-TV / KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
7	Clinton Community College 1000 Lincoln Blvd Clinton, Iowa 52732 Phone : 563-244-7012 Robert Schadt Manual Posting	N	0
8	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille Prong 2 Ended Date: 4/22/2023	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	Employee Referral	N	2
12	Harvey Mudd College 301 Platt Blvd Claremont, California 91711 Url : https://www.hmc.edu/ None none Manual Posting	N	0
13	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Debra Gray Manual Posting	N	0

WHBF-TV / KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
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
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	16
18	Iowa Broadcasters 102 N. 2nd Ave E Newton , Iowa 50208 Phone : 515-224-7237 Email : info@iowabroadcasters.com Elizabeth Harris	N	0
19	Iowa Workforce Development 902 W Kimberly Rd Suite 51 Davenport, Iowa 52806 Phone : 563-445-3200 x 43311 Martha Garcia-Tappa Manual Posting Prong 2 Ended Date: 8/12/2022	N	0
20	Job/Bulletin Board	N	1
21	Linked In	N	2

WHBF-TV / KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
22	MediaLineTalent/Newsblues 1181 Walnut Terrace Boca Raton, Florida 33486 Phone : 610-659-8583 Email : stephanie@reelmediagroup.com Stephanie Siegel	N	0
23	Medill School of Journalism 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-467-6213 Email : medillcareerservices@northwestern.edu Beverley Stewart	N	0
24	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : arin@nljja.org Arin Jayes	N	0
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
26	Northwestern University 620 Lincoln St Career Services Dept Evanston, Illinois 60208 Phone : 847-491-3700 Email : recruit@northwestern.edu Career Services	N	0
27	Pitzer College 1050 N. Mills Ave Claremont, California 91711 Url : https://www.pitzer.edu/ none none Manual Posting	N	0
28	Pomona College 333 N. College Way Claremont, California 91711 Url : https://www.pomona.edu/ None none Manual Posting	N	0

WHBF-TV / KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
29	Scott Community College 500 Belmont Rd Room 3103 Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
30	Scripps College 1030 N. Columbia Ave Claremont, California Url : https://www.scrippscollege.edu/ None none Manual Posting	N	0
31	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolic, Indiana 46260 Email : kjones@sbe.org Scott Jones	N	0
32	St. Ambrose University 518 W Locust St Davenport, Iowa 52806 Phone : 563-333-6340 Angela Wolfe Manual Posting	N	0
33	TV Jobs P O Box 4116 Oceanside, California 92052 Job Board Manual Posting	N	0
34	United Neighbors 808 N Harrison St Davenport, Iowa 52803 Phone : 563-322-7363 Email : imj62@aol.com Ida Johnson	N	0
35	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

WHBF-TV / KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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
36	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
37	Western Illinois University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-2888 Email : wg-hoon@wiu.edu William Hoon	N	0
38	WHBF job board, website, internal 231 18th Street Rock Island, Illinois 61201 Phone : 309-786-5441 Candy Seys Manual Posting	N	18
39	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:			40

WHBF-TV / KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2022 - July 31, 2023

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 an intern program designed to assist members of the community	SEU has established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. SEU hosted two (2) interns, from Augustana College during the 2022 Summer semester.	1	HR/BA
2	9/20/2022	Participation in Job Fairs	The SEU participated at the Marketing and Sales Career Night at Iowa State University. The SEU personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	1	Dig Media Manager
3	9/22/2022	Participation in Job Fairs	The SEU participated at Bradley University's Fall Job & Internship Fair. The SEU personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	News Director HR/BA
4	9/28/2022	Participation in Job Fairs	The SEU participated at the Quad Cities College Career Fair. The SEU personnel were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	2	LSM HR/BA
5	7/3/2023	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. Also, the Illinois Department of Employment Security.	1	HR/BA