

WQRF
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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	9, 14	9
Photographer, MultiMedia Journalist	1-7, 9-13, 16, 18-22, 24-38, 40-45	9
Digital Media Manager	1-2, 4-7, 9-11, 13, 16, 18-19, 21-22, 24, 26-29, 31-32, 35, 38, 41-42, 44-45	9
Account Executive	1-7, 9-11, 13, 16, 18-22, 24, 26-32, 34-35, 37-38, 41-42	9
Newscast Director	1-7, 10-11, 13, 16, 18-19, 21-22, 24, 26-32, 35, 38, 42	13
Account Executive	1-7, 9-13, 16, 18-32, 34-35, 38, 40, 42	9
Account Executive	1-2, 4-7, 10-11, 13, 15-16, 18-24, 26-32, 35, 38, 42	28
Account Executive	2, 4-7, 9-11, 13-16, 18-19, 21-22, 24, 26-32, 35, 38, 42	9
News Producer	1-7, 9-11, 13, 15-16, 18-19, 21-22, 24, 26-27, 29-32, 35, 38, 42, 46	9
Digital News Content Manager	1-7, 10-11, 13, 16-19, 21-22, 24, 26-27, 29-32, 35, 38, 42, 46	17
Photographer, MultiMedia Journalist	1-7, 9-11, 13, 16, 18-19, 21-22, 24, 26-27, 29-32, 35, 38, 42, 46	27
Local Sales Manager	1-7, 10-11, 13, 15-19, 21-23, 26-27, 29-32, 35, 38, 42, 46	17
News Photographer	1-8, 10-11, 13, 15-16, 18-19, 21-22, 26-27, 29-32, 38, 42, 46	15
News Director	1-7, 10-11, 13, 16-19, 21-22, 26-27, 29-32, 38, 42, 46	17
News Producer	1-7, 9-11, 13, 16, 18-19, 21-22, 26-27, 29-32, 38, 42, 46	9
Creative Services/Web Producer	1-7, 10-11, 13, 15-16, 18-24, 26-32, 34-35, 37-39, 41-46	23
Newscast Director	1-7, 10-11, 13, 16, 18-19, 21-24, 26-27, 29-32, 37-38, 42, 46	23
News Producer	23, 27, 46	27
News Producer	23, 27, 46	27

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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	Ball State U Career Planning 2000 W University Lucina Hall 200 Muncie, Indiana 47306 Phone : 765-285-2436 Url : http://cms.bsu.edu/about/administrativeoffice/care Kristy Fix Manual Posting	N	0
2	Beloit College, Career Services 700 College Road Beloit, Wisconsin 53511 Phone : 608-363-2718 Url : http://www.beloit.edu Email : lapc@beloit.edu Fax : 1-608-363-2718 Angela Davis	N	0
3	Chicago Headline Club 540 N. Dearborn St Chicago, Illinois 60610 Phone : 872-267-2242 Email : president@headlineclub.org Ben Meyerson	N	0
4	Chicago South Side NAACP 10540 South Western Ave Chicago, Illinois 60643 Phone : 773-729-9830 Url : http://www.illinoisnaacp.org/chicagosouthside/ Email : info@naacpcss.org Fax : 1-773-429-9834 Rosa Joshua	N	0
5	Columbia College 623 S Wabash #307 Chicago, Illinois 60605 Phone : 312-369-7280 Url : http://students.colum.edu/career-center/articles/r Email : vrobbsins@colum.edu Valerie Robbins	N	0
6	Devry University Career Services 3300 N Campbell Ave Chicago, Illinois 60618 Phone : 773-697-2045 Email : dfortier@devry.edu Danielle Fortier	N	0

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7	Eastern Illinois University 600 Lincoln Ave Charleston, Illinois 61920 Phone : 217-581-2412 Url : http://www.eiu.edu/careers Email : lkhugg@eiu.edu Lisa Hugg	N	0
8	Educational Institution	N	1
9	Employee Referral	N	10
10	Highland College Career Services 2998 W. Pearl City Rd Freeport, Illinois 61032 Phone : 815-235-6121 Url : http://www.highland.edu/students/careerservices.as Email : careerservices@highland.edu Theresa Kepner	N	0
11	Illinois Broadcasting Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org Debra Gray	N	0
12	Illinois Employment Security Office 303 N Main St #200 Rockford, Illinois 61101 Phone : 630-916-1700 Email : des.ihlsysadmtech@Illinois.gov Gale Meredith	N	0
13	Illinois Media School 455 Eisenhower Lane So Ste 200 Lombard, Illinois 60148 Phone : 603-916-1764 Url : https://beonair.com/careers Email : fmuller@beonair.com Fax : 1-216-930-4339 Francesca Muller	N	1
14	Indeed.com	N	2

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15	Indeed.com/www.indeed.com 177 Broad St 6th Floor Stanford, Connecticut 6901 Phone : 800-406-8190 John Drosos Manual Posting	N	5
16	Indiana State Univ Career Services 500 Chestnut St Terre Haute, Indiana 47809 Phone : 812-237-5000 Url : indstate.edu/career-center Email : isu-career-center@mail.indstate.edu Fax : 1-812-237-4392 Career Center	N	0
17	Internal Promotion	N	3
18	Knox College Career Center 2 East South Street Box K 232 Galesburg, Illinois 61401 Phone : 309-341-7494 Email : careers@knox.edu Terrie Saline	N	0
19	La Voz Latin 730 N Church St Rockford, Illinois 61107 Phone : 815-965-5935 Email : kroush@lavoza latina-rkfd.org Kim Roush	N	0
20	Loyola Career Placement 1032 N Sheridan Rd Chicago, Illinois 60660 Phone : 773-508-7716 Catherine Jackson Manual Posting	N	0
21	Madison Media Institute 2702 Agriculture Dr Madison, Wisconsin 53718 Phone : 608-663-2000 Email : nbrost@mediainstitutue.edu Fax : 1-608-442-0141 Nate Brost	N	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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22	Milwaukee Area Tech College Student Employment Services 700 West State St Milwaukee, Wisconsin 53233 Phone : 414-297-8177 Email : jobshop@matc.edu Fax : 1-414-297-6612 Michelle Lamarre	N	0
23	mystateline.com 1917 N. Meridian Rd Rockford Rockford, Illinois 61101 Phone : 815-968-6985 Url : http://www.mystateline.com Bonnie Cook Manual Posting	N	7
24	National Assoc of Black College Broadcasters PO Box 3191 Atlanta, Georgia Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
25	National Assoc of Black Journalists 1100 Knight Hall #3100 College Park, Maryland 20742 Phone : 301-405-0248 Email : erick@nabjcareers.org Fax : 1-301-314-1714 Eric Wee	N	0
26	National Latino Education Institute 2011 W Pershing Rd Chicago, Illinois 60609 Phone : 773-247-0707 Email : education@nlei.org Fax : 1-773-247-4975 Elivia Estrada	N	0
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	14

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	NIU Career Services 220 Campus Life Building DeKalb, Illinois 60155 Phone : 815-753-1642 Jan Wylde Manual Posting	N	1
29	North Central College 30 North Brainard St Naperville, Illinois 60540 Phone : 800-411-1861 Url : https://www.northcentralcollege.edu/ Email : career@noctrl.edu Haydee Nunez	N	0
30	Northeastern Illinois University 5500 N St. Louis Chicago, Illinois 60625 Phone : 773-442-4680 Email : ocs@neiu.edu Elaine Blair	N	0
31	Northwestern University/Medill 1845 Sheridan Road Evanston, Illinois 60208 Phone : 847-467-1882 John Donahue Manual Posting	N	0
32	Ohio Media School 9885 Rock Side Road #160 Valley View, Ohio 44125 Phone : 216-242-4342 Email : jhardy@beonair.com Jannine Hardy	N	0
33	Rainbow Push Coalition Placement Office Placement Office 930 E 50th Street Chicago, Illinois 60615 Phone : 773-373-3366 Email : careerservices@uis.edu Felicia Neal	N	0
34	Rock Valley College 3301 N Mulford Rd Rockford, Illinois 61107 Phone : 815-921-4099 Rock Valley Career Services Manual Posting	N	0

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35	Rockford Career College 1130 S. Alpine Road Rockford, Illinois 61108 Phone : 815-965-8616 Ann Stites Manual Posting	N	0
36	Rockford College Career Services 5050 E State St Rockford, Illinois 61108 Phone : 815-226-4022 Email : careers@rockford.edu Maurice West	N	0
37	Southern Illinois University Career Services Mail Code 4703 Carbondale, Illinois 62901 Phone : 618-453-2391 Career Services Manual Posting	N	0
38	Specs School of Broadcasting 19900 West Nine Mile Southfield, Michigan 48075 Phone : 248-327-4777 Email : bcarey@specshoward.edu Fax : 1-248-746-9777 Brent Carey	N	0
39	TV Jobs.com P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
40	U of IL 1 University Plaza Springfield, Illinois 62703 Phone : 217-206-6508 Email : careerservices@uis.edu Doug Brackney	N	0

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41	U.I.U.C Journalism Placement Office 119 Gregory Hall Urbana, Illinois 61801 Phone : 217-333-1508 Lynn Holley Manual Posting	N	0
42	University of WI Career Planning 5115 Vilas Hall Madison, Wisconsin 53706 Phone : 608-263-4898 Email : info@journalism.wisc.edu Robert Schwach	N	0
43	University of Wisconsin Platteville 1 University Plaza 0200 Ullsvik Platteville, Wyoming 53818 Phone : 608-342-1183 Claire Draginis Manual Posting	N	0
44	Western IL Career Services 1 University Circle Macomb, Illinois 61455 Phone : 309-298-2888 Url : http://www.wiu.edu/student_services/career_develop Kate Curry Manual Posting	N	0
45	Wheaton College Career Services 418 Chase St R209 Wheaton, Illinois 60187 Phone : 630-752-5048 Lynne Morris Manual Posting	N	0
46	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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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	9/27/2017	Participation in Job Fairs	WQRF participated at the Rock Valley College/Rockford University Career Fair. WQRF personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry	1	Chief Engineer
2	1/8/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated in the winter/spring semesters at Rock Valley College teaching the basic introduction of Writing for Multimedia.	1	News Anchor
3	3/28/2018	Participation in Job Fairs	WQRF participated at the Rockford University/Rock Valley College Career/Internship Fair. WQRF personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Creative Services Director Local Sales Manager
4	4/19/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a guest speaker at the Guilford Highschool BAMIT Bash a career talk and meet and great.	1	News Anchor
5	5/2/2018	Participation in Job Fairs	WQRF participated at the Rockford University/Rock Valley College Career/Internship Fair. WQRF personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Chef Engineer
6	6/12/2018	Establishment of an intern program designed to assist members of the community	<p>WQRF 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>WQRF hosted two interns, from Rock Valley College, during the 2018 Winter/Spring Semester, and one intern from Guilford High School and one intern from Northern Illinois University, during 2018 Summer Semester</p>	4	General Manager News Director Chief Meteorolgist Creative Services Director