

WHO-TV
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist	1-11, 13, 15-18, 20-26, 29-38	21
Human Resources Business Administrator	1-9, 11, 13, 15-18, 20, 22-26, 29-38	13
National Sales Manager	1-13, 15-20, 22-27, 29-38	27
Revenue Content Coordinator	1-11, 13, 15-18, 20, 22-26, 29-38	13
Promotions/Creative Services Dir.	1-11, 13, 16-20, 22-27, 29, 32-38	27
Control Room Technician	1-11, 13-14, 16-20, 22-27, 29, 32-38	10
Newscast Producer	1-11, 14, 16-20, 22-29, 32-38	10

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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	Bradley University 1501 West Bradley Avenue Peoria, Illinois 61625 Phone : 309-676-7611 Email : careers@bradley.edu Jean Berry	N	0
2	Brown College 1140 Norland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3509 Email : cssupport@careered.com Christine Dye	N	0
3	Chicago State University 9501 South King Drive Chicago, Illinois 60628 Phone : 773-995-2019 Email : hr@csu.edu Cheri Sidney	N	0
4	Clark State Community College 570 East Leffel Lane Springfield, Ohio 45505 Phone : 937-328-6090 Email : gastm@clarkstate.edu Career Services	N	0
5	Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Career Services	N	0
6	Columbia College Chicago 600 S Michigan Avenue Chicago, Illinois 60605 Phone : 312-369-6844 Url : https://app.joinhandshake.com/login?utm_medium=email&utm_source=activity_mailer Valerie Robbins 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
7	Creative Community Options 6950 NE 14th Street Ankeny, Iowa 50023 Phone : 515-289-4781 Email : candeo@candeiowa.org Julie Klocke	N	0
8	Des Moines Rights 602 Robert D Ray Dr Des Moines, Iowa 50309 Phone : 515-283-4284 Email : humanrights@dmgov.org Vern Ostrander	N	0
9	Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3133 Email : laura.schwarz@drake.edu Laura Schwarz	N	0
10	Employee Referral	N	7
11	Goodwill Industries 4900 NE 22nd St Des Moines, Iowa 50313 Phone : 515-265-5323 Email : justin.ruegg@dmgoodwill.org Justin Ruegg	N	0
12	Hispanic Educational Resources 828 Scott Avenue Des Moines, Iowa 50309 Phone : 515-282-6542 Email : mrodriguez@herdsm.org M Rodriguez	N	0
13	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	7
14	Indeed.com	N	5

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15	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Email : iowaiba@dwx.com Sue Toma	N	0
16	Iowa Broadcasters Association P.O. Box 71186 Des Moines, Iowa 50325 IBA Iowa Manual Posting	N	0
17	Iowa Division of Latino Affairs 321 E. 12th Street Des Moines, Iowa 50319 Phone : 515-281-4080 Email : dhr.latinoaffairs@iowa.gov Sara Schoneberg	N	0
18	Iowa Workforce 1000 East Grand Avenue Des Moines, Iowa 50309 Phone : 515-281-5387 Email : Region11.Web@iwd.iowa.gov Iowa Workforce	N	0
19	Job/Bulletin Board	N	4
20	Lincoln University 820 Chestnut Street PO Box 29 Jefferson City, Missouri 65102-0029 Phone : 573-681-5162 Email : careerservices@lincolnu.edu Career Counselor	N	0
21	Linked In	N	1
22	Luther College 700 College Dr Decorah, Iowa 52101 Phone : 563-389-2000 Email : career@luther.edu Career Center	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
23	Mainstream Living 333 SW 9th St Des Moines, Iowa 50309 Phone : 515-243-8115 Email : acorrieri@mainstreamliving.org Amber Corrieri	N	0
24	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
25	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 800-831-0806 Email : hays@morningside.edu Stacie Hays	N	0
26	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
27	Nexstar Broadcasting Inc 545 East John Carpenter Freeway Irving, Texas 75062 Phone : 515-242-3643 Terri Bush Manual Posting	N	6
28	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
29	Simpson College 701 North C St Indianola, Iowa 50125 Phone : 515-961-6251 Email : careers@simpson.edu Career Services	N	0

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30	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	1
31	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	1
32	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
33	University of Missouri - Kansas City 2220 Holmes St Kansas City, Missouri 64108 Phone : 816-235-1700 Email : careerservices@umkc.edu Career Services	N	0
34	University of Northern Iowa 1227 West 27th Street Cedar Falls, Iowa 50614 Email : careercenter@uni.edu Career Services	N	0
35	University of Tennessee at Martin 305 Gooch Hall Martin, Tennessee 38238 Phone : 731-881-7532 Email : rfreed@utm.edu Rodney Freed	Y	0
36	Urban Dreams 1400 6th Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : WFord14275@aol.com Bobbi Stanley	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	WHO TV 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515-242-3643 Candace Freeman Manual Posting	N	0
38	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:			32

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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	10/8/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at University of Iowa Fall 2019 Speed Networking event. He spoke about career decisions and job requirements.	1	News Director
2	10/24/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at East High School Journalism class. She spoke about career decisions and job requirements.	1	Multi Media Journalist
3	10/25/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Northern Iowa's 15th Annual Fast Forward Event. He spoke about career decisions and job requirements.	1	News Director
4	11/4/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Drake University Mock Interview Event. He spoke about career decisions and job requirements.	1	News Director
5	11/19/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Kelly Winfrey's Political Science class. He spoke about career decisions and job requirements.	1	Political Dir/Anchor Reporter
6	11/19/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Iowa State University. He spoke about career decisions and job requirements.	1	Political Dir/Anchor Reporter
7	3/5/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Des Moines Area Community College English/Writing class. He spoke about career decisions and job requirements.	1	News Director
8	3/6/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Des Moines Area Community College English/Writing class. He spoke about career decisions and job requirements.	1	News Director
9	5/26/2020	Establishment of an intern program designed to assist members of the community	The Station has established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted one (1) intern from Simpson College during the 2020 Summer Semester.	2	Sports Director Sports Reporter/Anchor

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10	9/22/2020	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 Goodwill Industries and Iowa Division of Latino & Workforce Development. Development, in an effort to post all job vacancies, including the participation of women and minorities	1	Business Administrator