

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Morning Show MMJ	1-7, 9-11, 13-22, 24-38	6
Integrated Digital Specialist	2-15, 17, 21, 25-29, 34, 38	21
Photographer/Producer	2, 5, 7, 9-11, 13-15, 17, 21, 25, 28-29, 31, 34, 38	7
Automotive Specialist	2-9, 12-15, 17, 21, 23-29, 32, 34, 38	12
Account Executive	2-9, 12-15, 17, 21, 23-29, 32, 34, 38	15
Technical Media Operator-Audio	2, 5-7, 9-15, 17, 21, 25-29, 32, 34, 38	12
TMO-Graphics-Audio	2, 5-7, 9-15, 17, 21, 25-29, 32, 34, 38	9
Technical Media Operator	2, 5-7, 9-15, 17, 21, 25-29, 32, 34, 38	9
Technical Media Operator-Director	2, 5-7, 9-15, 17, 21, 25-29, 32, 34, 38	7
Digital/Investigative Producer	2-15, 17, 21, 23-29, 32, 34, 38	12
Sales Assistant	2-15, 17, 21, 23-29, 32, 34, 38	5
Local Sales Assistant	2-6, 8-15, 17, 21, 23-29, 32, 34, 38	5
Newscast Producer	2-6, 8-15, 17, 21, 23-29, 32, 34, 38	21
Show Host	2-15, 17, 21, 23-29, 32, 34, 38	9
Digital Data Reporter	2-15, 17, 21, 23-29, 32, 34, 38	7
News Producer	2-6, 8-15, 17, 21, 23-29, 32, 34, 38	9
Technical Media Operator-Master Control	2-15, 17, 21, 23-29, 32, 34, 38	9

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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
1	Augustana College 2001 S Summit Ave Sioux Falls, South Dakota 57197 Phone : 605-274-4127 Sandi Vietor Manual Posting	N	0
2	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : (202) 602-0584 Url : http://www.beaweb.org/wp/ Heather Birks Manual Posting	N	0
3	Dakota Wesleyan University 1200 W University Ave Mitchell, South Dakota 57301 Phone : 605-995-2931 Email : kristy.zink@dwu.edu Kristy Zink	N	0
4	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6057 Email : cdc@dordt.edu Sarah Moss	N	0
5	GetGrads.com (South Dakota Association of College Career Centers) P O Box388 Wall, South Dakota 57790 Phone : 605-279-2654 Url : http://getgrads.com/post.htm Mary Williams Manual Posting	N	4
6	Handshake Online Sioux Falls, South Dakota 57104 Url : joinhandshake.com Post Onine Manual Posting	N	2

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7	Indeed Inc (Indeed.com) 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 512-583-7729 Tara Lambropoulos Manual Posting	N	16
8	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011-2033 Phone : 515-294-2270 Url : https://cyhire.iastate.edu/employers/ Career Services Manual Posting	N	0
9	KELO-TV Internal Posting 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	5
10	KELO-TV iPad App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
11	KELO-TV Mobile App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
12	KELO-TV on-air 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	3
13	KELOLAND Facebook 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0

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14	KELOLAND Twitter 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
15	KELOLAND.com 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Url : http://www.kelolandemployment.com/ Lisa Blankers Manual Posting	N	6
16	Lake Area Technical Institute 1201 Arrow Ave NE Watertown, South Dakota 57201 Phone : 800-657-4344 Email : mollenhj@lakeareatech.edu Julie Mollenhoff	N	0
17	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Rich Everitt	Y	0
18	Mitchell Technical Institute 1800 E Spruce St Mitchell, South Dakota 57301 Phone : 605-995-7136 Email : elizabeth.kitchens@mitchelltech.edu Liz Kitchens	N	0
19	Mount Marty College 1105 W 8th St Yankton, South Dakota 57078 Phone : 605-668-1363 Email : mmcadmit@mtmc.edu Admission Office	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
20	National Academy of Television Arts & Sciences (NATAS) 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 John Murray Manual Posting	N	0
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
22	Northern State University 1200 S Jay St Aberdeen, South Dakota 57401 Phone : 605-626-2371 Email : careerdev@northern.edu Britt Lorenz	N	0
23	Northwest Iowa Community College 603 W Park St Sheldon, Iowa 51201 Phone : 712-324-5061 Email : jobs@nwicc.edu Sheila Van Engen	N	0
24	Northwestern College 101 7th St SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Elizabeth Hanna Pitts	N	0
25	SD Department of Labor 700 Governors Drive Pierre, South Dakota Phone : 605-773-3101 Url : http://www.sdjobs.org/ Marcia Hultman Manual Posting	N	1

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26	Sinte Gleska University 101 Antelope Cir Mission, South Dakota 57555 Phone : 605-856-8100 Email : maxine.bordeaux@sintegleska.edu Maxine Bordeaux	N	0
27	Sisseton Whapeton Community College 12572 BIA Hwy 700 Sisseton, South Dakota 57262 Phone : 605-698-3966 Email : webmaster@swc.tc Webmaster webmaster	N	0
28	South Dakota Broadcasters Association 106 W Capitol Ave # 7 Pierre, South Dakota 57501 Phone : 605-224-1034 Email : marla@willardandassociates.com Marla Willard	N	0
29	South Dakota Department of Veterans Affairs 425 E. Capitol Avenue Pierre, South Dakota 57501 Phone : 605-773-3269 Url : http://vetaffairs.sd.gov/ Email : Audry.Ricketts@state.sd.us Audry Ricketts	N	0
30	South Dakota School of Mines & Technology 501 E St Joseph St Rapid City, South Dakota 57701 Phone : 605-394-2667 Email : careercenter@sdsmt.edu career center	N	0
31	Southeast Technical Institute 2320 N Career Ave Sioux Falls, South Dakota 57107 Phone : 605-367-4819 Url : http://southeasttech.edu/jobs/employers/login Career Services Manual Posting	N	2

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32	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Phone : 507-537-6221 Email : careers@smsu.edu Lori Engebretson	N	0
33	St. Cloud State University 720 4th Ave S St. Cloud, Minnesota 56301 Phone : 320-308-3932 Url : https://scsu.experience.com/emp/sblogin Nancy Michael Manual Posting	N	0
34	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C. Holloway	Y	1
35	University of Minnesota 3 Morrill Hall 100 Church St. S.E. Minneapolis, Minnesota 55455 Phone : 612-624-8647 Sherry Trego Manual Posting	N	0
36	University of Sioux Falls 1101 W 22nd St Sioux Falls, South Dakota 57105 Phone : 605-331-6727 Email : cs@usioxford.edu Amy Anderson	N	0
37	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Phone : 605-677-5381 Email : cdc@usd.edu Stephen Ward	N	0

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38	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:			46

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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	3/19/2019	Hosting of Job Fair	The SEU hosted the Spring 2019 KELOLAND Career Expo. The SEU was able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	4	Hiring Manager-Promotions Station Business Mgr Hiring Manager-Sales Hiring Manager-News
2	3/22/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of South Dakota. He spoke about career decisions and job requirements.	1	Director of Creative Services
3	9/17/2019	Hosting of Job Fair	The SEU hosted a the Fall 2019 KELOLAND Career Expo. The SEU was able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	4	Director of Promotions Station Business Mgr News Director General Sales Mgr