

**KDLO-TV, KELO-TV, KPLO-TV**  
**EEO PUBLIC FILE REPORT**  
**November 23, 2016 - November 22, 2017**

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	1-3, 6-10, 12-14, 16, 20-30, 32-35, 37-41, 43-47, 49-55, 58-61	12
Web Producer	2-4, 6-10, 13-14, 17, 20, 24-38, 40-41, 43-45, 47-52, 54-59, 61	31
Investigative MMJ Reporter	2-3, 6-10, 13-14, 17, 20-22, 24-30, 32-38, 40-45, 47-52, 54-59, 61	36
Internship-News Department	2-3, 6, 8-9, 11, 13, 20-22, 24-27, 29-30, 32-33, 35-36, 38, 41, 43-45, 47-51, 54-55, 58-59, 61	11
Local Sales Assistant	2-4, 6, 8-9, 13-14, 18-20, 24-27, 29-30, 32-33, 35-36, 38, 41, 43-45, 47-51, 55, 58-59, 61	4
Digital Sales Manager	1-3, 6-10, 13-15, 17, 20-27, 29-30, 32, 34-36, 38-41, 43-59, 61	15
Digital Account Executive	1-3, 6-10, 12-14, 17, 20-27, 29-30, 32-41, 43-59, 61	12
Local Sales Assistant	2-3, 6-10, 12-14, 17, 19-20, 24-27, 29-30, 32-41, 43-52, 54-59, 61	12
MMJ Reporter-Weekend	2-3, 6-10, 13-14, 17, 20-22, 24-27, 29-30, 32-38, 40-41, 43-45, 47-52, 54-59, 61	14
News Photographer	2-3, 6-10, 13-14, 17, 20-22, 24-27, 29-30, 32-41, 43-52, 54-59, 61	14
Reporter-NightBeat	2-3, 7-9, 13-14, 17, 20-22, 24-27, 29-30, 32-36, 38, 40, 43-45, 47-52, 54-59	59
Producer	2-3, 9, 13-14, 20, 24-27, 29-30, 32-33, 36, 38, 40, 43-45, 47-49, 51-52, 54-55, 57-59	20
Technical Media Operator	2-3, 8-10, 13-14, 20-27, 29-30, 32-33, 35-36, 38-39, 43-45, 47-52, 55, 58-59	36
General Sales Manager	2-3, 7-10, 13-14, 17, 20-22, 24-27, 29-30, 32-36, 38-40, 43-59	26
Lifestyle Executive Producer	1-3, 5, 13-14, 20, 22, 24-26, 29, 32, 36, 43, 46-48, 50, 55, 57, 59	20
Lifestyle Show Host	1-3, 5, 13-14, 20, 22, 24-26, 29, 32, 34, 36, 43, 46-48, 50, 55, 57, 59	55

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 704-543-1426 Email : slizik@602communications.com Graeme Newell	N	0
2	Augustana College 2001 S Summit Ave Sioux Falls, South Dakota 57197 Phone : 605-274-4127 Email : career@augie.edu Sandi Vietor	N	0
3	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : (202) 602-0584 Url : <a href="http://www.beaweb.org/wp/">http://www.beaweb.org/wp/</a> Heather Birks Manual Posting	N	0
4	CareerBuilder.com	N	2
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com/">http://www.collectivetalent.com/</a> Michael Bille Manual Posting	N	0
6	Colorado Technical University 3901 W 59th St Sioux Falls, South Dakota 57108 Phone : 605-361-0200 Email : careerservices@sf.coloradotech.edu Wylla J. Satterness	N	0
7	Concordia University - Moorhead 901 8th St S Moorhead, Minnesota 56562 Phone : 218-299-4000 Url : <a href="https://cord-csm.symplicity.com/employers/post jobs">https://cord-csm.symplicity.com/employers/post jobs</a> 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
8	Dakota State University 820 Washington Ave N Madison, South Dakota 57042 Phone : 605-256-5122 Url : <a href="http://dsu.edu/student-life/career-services">http://dsu.edu/student-life/career-services</a> Placement Services Manual Posting	N	0
9	Dakota Wesleyan University 1200 W University Ave Mitchell, South Dakota 57301 Phone : 800-333-8506 Email : <a href="mailto:digoldam@dwu.edu">digoldam@dwu.edu</a> Diana Goldhammer	N	0
10	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6057 Email : <a href="mailto:cdc@dordt.edu">cdc@dordt.edu</a> Sarah Moss	N	0
11	Educational Institution	N	1
12	Employee Referral	N	4
13	GetGrads.com (South Dakota Association of College Career Centers) P O Box388 Wall, South Dakota 57790 Phone : 605-279-2654 Url : <a href="http://getgrads.com/post.htm">http://getgrads.com/post.htm</a> Mary Williams Manual Posting	N	0
14	Indeed Inc (Indeed.com) 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 512-583-7729 Tara Lambropoulos Manual Posting	N	9
15	Internal Promotion	N	1
16	Internet Ad-not directly contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011-2033 Phone : 515-294-2270 Url : <a href="https://cyhire.iastate.edu/employers/">https://cyhire.iastate.edu/employers/</a> Career Services Manual Posting	N	0
18	Job Fair	N	1
19	Job/Bulletin Board	N	2
20	KELO-TV Internal Posting 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	4
21	KELO-TV iPad App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
22	KELO-TV Mobile App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
23	KELO-TV on-air 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
24	KELOLAND Facebook 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	KELOLAND Twitter 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
26	KELOLAND.com 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Url : <a href="http://www.kelolandemployment.com/">http://www.kelolandemployment.com/</a> Lisa Blankers Manual Posting	N	7
27	Lake Area Technical Institute 1201 Arrow Ave NE Watertown, South Dakota 57201 Phone : 800-657-4344 Email : <a href="mailto:mollenhj@lakeareatech.edu">mollenhj@lakeareatech.edu</a> Julie Mollenhoff	N	0
28	Media General.com 333 E Franklin Street Richmond, Virginia 23219 Phone : 205-558-7208 Susan Ellenburg Manual Posting	N	1
29	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Everitt	Y	0
30	Mitchell Technical Institute 1800 E Spruce St Mitchell, South Dakota 57301 Phone : 605-995-7136 Email : <a href="mailto:elizabeth.kitchens@mitchelltech.edu">elizabeth.kitchens@mitchelltech.edu</a> Liz Kitchens	N	0
31	Monster	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712-274-5032 Url : <a href="http://www.collegecentral.com/morningside/">http://www.collegecentral.com/morningside/</a> Stacie Hays Manual Posting  Prong 2 Ended Date: 8/1/2017	N	0
33	Mount Marty College 1105 W 8th St Yankton, South Dakota 57078 Phone : 605-668-1363 Email : <a href="mailto:mmcadmit@mtmc.edu">mmcadmit@mtmc.edu</a> Admission Office	N	0
34	National Academy of Television Arts & Sciences (NATAS) 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 John Murray Manual Posting	N	0
35	National American University 5801 S Corporate Pl Sioux Falls, South Dakota 57108 Phone : 605-884-7216 Url : <a href="http://www.national.edu/employers">http://www.national.edu/employers</a> Rachel Hammer Manual Posting	N	0
36	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
37	North Dakota State College of Science 800 6th St N Wahpeton, North Dakota 58076 Phone : 701-671-2258 Email : <a href="mailto:jane.vangness@ndscs.edu">jane.vangness@ndscs.edu</a> Jane Vangness Frisch	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
38	Northern State University 1200 S Jay St Aberdeen, South Dakota 57401 Phone : 605-626-2371 Email : careerdev@northern.edu Britt Lorenz	N	0
39	Northwest Iowa Community College 603 W Park St Sheldon, Iowa 51201 Phone : 712-324-5061 Email : jobs@nwicc.edu Sheila Van Engen	N	0
40	Northwestern College 101 7th St SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick	N	0
41	Presentation College 1500 N Main St Aberdeen, South Dakota 57401 Phone : 605-229-8581 Email : Sophia.McDermott@presentation.edu Sophia McDermott	N	0
42	Professional/Industry Trade Organization	N	1
43	SD Department of Labor 700 Governors Drive Pierre, South Dakota Phone : 605-773-3101 Url : <a href="http://www.sdjobs.org/">http://www.sdjobs.org/</a> Marcia Hultman Manual Posting	N	1
44	Sinte Gleska University 101 Antelope Cir Mission, South Dakota 57555 Phone : 605-856-8100 Email : maxine.bordeaux@sintegleska.edu Maxine Bordeaux	N	0

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45	Sisseton Whapeton Community College 12572 BIA Hwy 700 Sisseton, South Dakota 57262 Phone : 605-698-3966 Email : webmaster@swc.tc Webmaster webmaster	N	0
46	South Dakota Advertising Federation 5032 S Bur Oak Pl Sioux Falls, South Dakota 57108 Phone : 605-274-3548 Email : ruthann@sdaf.org Ruth Ann Scott	N	0
47	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
48	South Dakota Department of Veterans Affairs 425 E. Capitol Avenue Pierre, South Dakota 57501 Phone : 605-773-3269 Url : <a href="http://vetaffairs.sd.gov/">http://vetaffairs.sd.gov/</a> Email : Audry.Ricketts@state.sd.us Audry Ricketts	N	0
49	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
50	South Dakota State University 100 Administration Lane Brookings, South Dakota 57006 Phone : 605-688-4425 Mary Reeter 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
51	Southeast Technical Institute 2320 N Career Ave Sioux Falls, South Dakota 57107 Phone : 605-367-4819 Url : <a href="http://southeasttech.edu/jobs/employers/login">http://southeasttech.edu/jobs/employers/login</a> Career Services Manual Posting	N	0
52	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Phone : 507-537-6221 Email : <a href="mailto:careers@smsu.edu">careers@smsu.edu</a> Lori Engebretson	N	0
53	Spots 'N' Dots 1635 Old Highway 41 NW Ste 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Lynn Zook Manual Posting	N	0
54	St. Cloud State University 720 4th Ave S St. Cloud, Minnesota 56301 Phone : 320-308-3932 Url : <a href="https://scsu.experience.com/emp/sblogin">https://scsu.experience.com/emp/sblogin</a> Nancy Michael Manual Posting	N	0
55	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark C. Holloway	Y	3
56	University of Iowa 202 Jessup Hall Iowa City, Iowa 52242-1316 Phone : 319-335-1023 Url : <a href="https://uiowa-csm.symplicity.com/employers/?signin">https://uiowa-csm.symplicity.com/employers/?signin</a> Sherry Rhinehart Manual Posting	N	0

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57	University of Minnesota 3 Morrill Hall 100 Church St. S.E. Minneapolis, Minnesota 55455 Phone : 612-624-8647 Sherry Trego Manual Posting	N	0
58	University of Sioux Falls 1101 W 22nd St Sioux Falls, South Dakota 57105 Phone : 605-331-6727 Email : cs@usioxfalls.edu Amy Anderson	N	0
59	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Phone : 605-677-5381 Email : cdc@usd.edu Stephen Ward	N	1
60	Walk In/Self-Referral	N	1
61	Western Dakota Technical Institute 800 Mickelson Dr Rapid City, South Dakota 57703 Phone : 605-394-4034 Email : stephen.buchholz@wdt.edu Stephen Buchholz	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>48</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/27/2017	Participation in events or programs sponsored by educational institutions	The Managing Editor and an anchor attended the SDSU Department of Journalism and Mass Communication Internship Fair and spoke to candidates about opportunities at KELO-TV.	2	Managing Editor Anchor
2	2/14/2017	Establishment of an intern program designed to assist members of the community	A Journalism and Mass Communications student from South Dakota State University shadowed various station personnel, who provided information on job responsibilities and opportunities in broadcasting.	4	Anchor Chief Photographers Anchor Producer
3	3/27/2017	Participation in events or programs sponsored by educational institutions	The Marketing Director lectured at two SDSU International Communications and Media Planning classes about a diversity promotion campaign, media planning, and jobs in the television business.	2	Marketing and Creative Services Director Marketing Strategist
4	4/12/2017	Co Sponsoring Job Fair	The station hosted an employment event at the Sioux Falls Convention Center. Several employees were on hand to receive applications and discuss career opportunities.	14	EEO Coordinator News Director GSM Marketing & Creative Services
5	4/25/2017	Establishment of an intern program designed to assist members of the community	A Journalism student from SDSU shadowed various personnel, who provided information on job responsibilities and opportunities in broadcasting.	7	Managing Editor Assignment Editor Producer Chief Photographer
6	5/3/2017	Provision of training to management	The Station Business Manager/EEO Coordinator attended a webinar training provided by Nexstar Broadcasting, Inc. FCC Equal Employment Opportunity rules and policies, methods of ensuring equal employment opportunity and preventing discrimination were reviewed.	1	Station Business Mge/EEO Coordinator
7	9/20/2017	Co Sponsoring Job Fair	The station hosted an employment event at the Sioux Falls Convention Center. Several employees were on hand to receive applications and discuss career opportunities in broadcasting.	5	News Director Operations Manager VP & General Manager Director of Marketing and Creative Services

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8	10/16/2017	Participation in events or programs sponsored by educational institutions	The Marketing Director lectured at a Writing for Digital Media class at University of South Dakota explaining how to write television promotion, showed examples and discussed the types of job responsibilities and opportunities available in television broadcasting.	1	Director of Marketing and Creative Services