

KDLO-TV, KELO-TV, KPLO-TV, KCLO-TV**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 7-8, 12, 14-26	4
Digital News Producer	1-3, 5-8, 10, 12-26	10
Receptionist/Assistant	1-3, 5, 7-9, 12, 14-26	14
Integrated Digital Specialist	1-3, 5, 7-8, 12-26	13
Sports Anchor/Reporter	1-3, 5, 7-8, 12-26	13
Reporter, MultiMedia Journalist	1-3, 5-8, 12, 14-26	6
Newscast Director	1-3, 5, 7-8, 10, 12, 14-26	10
News Photographer	1-3, 5, 7-8, 10, 12, 14-26	10
News Photographer	1-3, 5, 7-8, 12, 14-26	14
Studio Technician	1-3, 5, 7-8, 12-26	13
Digital Distribution Producer	1-3, 5, 7-9, 12, 14-26	9
Editor I, Creative Services Photographer	1-3, 5, 7-8, 12, 14-26	14
Sports Anchor/Reporter	1-3, 5, 7-9, 12, 14-26	9
Newscast Director	1-3, 5, 7-9, 12, 14-26	9
Production Operations Manager	1-3, 5, 7-9, 12, 14-26	9
Sales Assistant	1-5, 7-8, 12, 14-26	4
Morning News Anchor	1-3, 5, 7-8, 10, 12, 14-26	10
Creative Services Photographer/Producer	1-3, 5, 7-8, 12, 14-26	14
Reporter, MultiMedia Journalist	1-3, 5, 7-9, 12, 14-26	9
News Photographer	1-3, 5, 7-9, 12, 14-26	9
Digital MMJ/Reporter	1-3, 5, 7-8, 12, 14-26	14
Weekend Anchor/MMJ Reporter	1-3, 5, 7-8, 10, 12-26	10

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and LinkedIn. Those resources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

The following recruiting sources were added and removed on:

RS#25/University of South Dakota- removed 6/28/23

RS #7/GetGrads.com notifies the University of South Dakota and are no longer accepting emailed job openings.

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Lifestyle Show Host	1-3, 5-9, 12, 14-26	14
Integrated Digital Specialist	1-3, 5, 7-8, 12, 14-26	14
Sales Assistant	1-3, 5, 7-8, 12-26	13
Sales Assistant	1-3, 5, 7-9, 12, 14-24, 26	9
Reporter, MultiMedia Journalist	1-3, 5-8, 12, 14-24, 26	6
Newscast Director	1-3, 5, 7-8, 10-12, 14-24, 26	10
Broadcast Engineer	1-3, 5, 7-8, 10, 12, 14-24, 26	10

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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 Email : success@augie.edu Student Success Center of Augustana University	N	0
2	Black Hills State University 1200 University Blvd Spearfish, South Dakota 57799 Phone : 605-642-6277 Janette Hettick Manual Posting	N	0
3	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
4	CareerBuilder.com	N	3
5	Concordia College - Moorhead 901 8th St S Moorhead, Minnesota 56562 Phone : 218-299-4000 Url : https://cord-csm.symplicity.com/employers/post jobs Manual Posting	N	0
6	Employee Referral	N	6
7	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	0

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8	Indeed Inc (Indeed.com) 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 512-583-7729 Tara Lambropoulos Manual Posting	N	0
9	Indeed.com	N	20
10	Internal Promotion	N	7
11	Job/Bulletin Board	N	1
12	KELOLAND.com Employment 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-357-5526 Url : http://www.kelolandemployment.com/ Jeff Turner Manual Posting	N	0
13	Linked In	N	8
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	14
15	SD Department of Labor 700 Governors Drive Pierre, South Dakota Phone : 605-773-3101 Url : http://www.sdjobs.org/ Marcia Hultman Manual Posting	N	0
16	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

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17	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
18	South Dakota State University 100 Administration Lane Brookings, South Dakota 57006 Phone : 605-688-4425 Mary Reeter Manual Posting	N	0
19	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Phone : 507-537-6221 Email : careers@smsu.edu Lori Engebretson	N	0
20	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
21	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C. Holloway	N	0
22	University of Iowa 202 Jessup Hall Iowa City, Iowa 52242-1316 Phone : 319-335-1023 Url : https://uiowa-csm.symplcity.com/employers/?signin Sherry Rhinehart 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
23	University of Minnesota 3 Morrill Hall 100 Church St. S.E. Minneapolis, Minnesota 55455 Phone : 612-624-8647 Sherry Trego Manual Posting	N	0
24	University of Sioux Falls 1101 W 22nd St Sioux Falls, South Dakota 57105 Phone : 605-331-6727 Email : asc@usioxfalls.edu Sarah Lems	N	0
25	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Phone : 605-677-5381 Email : cdc@usd.edu Stephen Ward	N	0
26	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:			59

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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	12/28/2022	Participation in other activities designed by the station employment unit	The SEU hosted a job shadow. The individual shadowed the News Department. They got to shadow a couple different positions in the News room. The SEU hosted 9 job shadows, 1 from St. Cloud State University, 1 from University of Sioux Falls, 2 from University of South Dakota, 4 from South Dakota State University, and 1 from Minnesota State Univeristy- Mankato. The job shadows were between 4-8 hours.	2	News Director Executive Producer
2	2/28/2023	Participation in events or programs sponsored by educational institutions	SEU personnel conducted a guided tour where Northern State University students were able to view a live news broadcast and shadow reporters. SEU personnel spoke about career decisions and job requirements.	2	Promotions Director News Director
3	5/15/2023	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The SEU hosted one (1) intern, from South Dakota State University during the 2023 Spring Semester, one (1) intern, from Mankato State University during the 2023 Spring Semester, and one (1) from Northwestern College during the 2023 Spring Semester.	2	News Director Executive Producer
4	9/13/2023	Participation in events or programs sponsored by educational institutions	The SEU attended a Southeast Technical College Digital Media Advisory Board Event. He discussed curriculum and job opportunities for students.	1	Promotions Director
5	10/5/2023	Participation in events or programs sponsored by educational institutions	The SEU attended a University of South Dakota Media and Journalism Advisory Council meeting. He discussed curriculum and job opportunities for students.	1	Promotions Director
6	11/1/2023	Participation in Job Fairs	The SEU participated in a job fair hosted by South Dakota State University. The SEU personnel met with potential job applicants.	2	News Director Reporter, MMJ

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7	11/13/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at South Dakota State University. The SEU spoke about career decisions and job requirements.	1	News Director
8	11/21/2023	Provision of training to management	The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	12	GM BA GSM Chief Engineer