

**KDLO-TV, KELO-TV, KPLO-TV, KCLO-TV****EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Weekend Reporter	3, 7-8, 11-18, 20-24, 28, 33	11
Digital News Producer	3, 6-8, 11-18, 20-24, 28, 33	18
Marketing Strategist	3, 6-8, 10, 12-18, 20-24, 28, 33	21
Marketing Strategist	3, 7-8, 12-18, 20-24, 28, 33	21
Sales Assistant	3, 6-8, 10, 12-18, 20-24, 28, 33	21
Sales Assistant	3, 6-8, 10, 12-18, 20-24, 28, 33	21
Integrated Digital Specialist	1-3, 5, 7, 9, 18, 20-33	9
Newscast Director & Master Control Operator	1-3, 5, 7, 9, 11, 18, 21-33	11
Account Executive	1, 3, 7, 18, 21-24, 28, 33	21
Sales Assistant	1-5, 7, 9-10, 18-19, 21-33	4
Production Manager	1-3, 5, 7, 9, 11, 18, 21-33	11
News Producer	1-3, 5, 7, 9, 18, 21-33	21
Reporter, MultiMedia Journalist	1-3, 5, 7, 9, 18, 21-33	18
Editor I, Creative Services Photographer	1-3, 5, 7, 9, 18, 21-33	21
News Photographer	1-3, 5, 7, 9, 18, 21-33	21
News Producer	1-3, 5, 7, 9, 18, 21-33	9
Designer I, Graphics	1-3, 5-7, 9, 18, 21-33	18
Meteorologist	1-3, 5, 7, 9, 18, 21-33	9

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#1/Augustana College- 2/23/22  
 RS#2/Black Hills State University- 2/23/22  
 RS#8/Handshake- removed 2/23/22  
 RS#25/South Dakota State University- 2/23/22  
 RS#27/St. Cloud State University- 2/23/22  
 RS#29/University of Iowa- 2/23/22  
 RS#30/University of Minnesota- 2/23/22  
 RS#31/University of Sioux Falls- 2/23/22  
 RS#32/University of South Dakota- 2/23/22

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Photographer	1-3, 5, 7, 9, 18, 21-33	21
Account Executive	1-3, 5, 7, 9-10, 18, 21-33	10
Newscast Director	1-3, 5, 7, 9, 18, 21-33	21
News Photographer	1-3, 5, 7, 9, 18, 21-33	21
Sports Director	1-3, 5, 7, 9, 11, 18, 21-33	11

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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	Augustana College 2001 S Summit Ave Sioux Falls, South Dakota 57197 Phone : 605-274-4127 Email : success@augie.edu Sandi Vietor	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 : <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	Concordia College - 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
6	Employee Referral	N	5
7	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

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8	Handshake Online Sioux Falls, South Dakota 57104 Url : joinhandshake.com Post Onine Manual Posting	N	0
9	Indeed Inc (Indeed.com) 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 512-583-7729 Tara Lambropoulos Manual Posting	N	5
10	Indeed.com	N	10
11	Internal Promotion	N	6
12	KELO-TV Internal Posting 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
13	KELO-TV iPad App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
14	KELO-TV Mobile App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
15	KELO-TV on-air 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0

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16	KELOLAND Facebook 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
17	KELOLAND Twitter 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
18	KELOLAND.com Employment 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-357-5526 Url : <a href="http://www.kelolandemployment.com/">http://www.kelolandemployment.com/</a> Jeff Turner Manual Posting	N	5
19	Linked In	N	1
20	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	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	18
22	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	0

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23	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
24	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
25	South Dakota State University 100 Administration Lane Brookings, South Dakota 57006 Phone : 605-688-4425 Mary Reeter Manual Posting	N	0
26	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Phone : 507-537-6221 Email : careers@smsu.edu Lori Engebretson	N	0
27	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
28	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C. Holloway	N	0

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29	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
30	University of Minnesota 3 Morrill Hall 100 Church St. S.E. Minneapolis, Minnesota 55455 Phone : 612-624-8647 Sherry Trego Manual Posting	N	0
31	University of Sioux Falls 1101 W 22nd St Sioux Falls, South Dakota 57105 Phone : 605-331-6727 Email : <a href="mailto:asc@usioxfalls.edu">asc@usioxfalls.edu</a> Sarah Lems	N	0
32	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Phone : 605-677-5381 Email : <a href="mailto:cdc@usd.edu">cdc@usd.edu</a> Stephen Ward	N	0
33	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>52</b>

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## EEO PUBLIC FILE REPORT

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### III. RECRUITMENT INITIATIVES

	<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	4/19/2022	Participation in events or programs sponsored by educational institutions	SEU personnel conducted a guided tour where Dakota State University film students were able to view a live news broadcast. SEU personnel spoke about career decisions and job requirements.	1	Promotions Director
2	4/29/2022	Hosting of Job Fair	The SEU hosted a job fair. The Keloland Career Expo was held in Rapid City, SD at the Rushmore Mall. The Station provided financial, administrative, and advertising efforts. The station paid for promotional material, promoted, and helped organize the fair. Hiring managers met with individuals.	5	Local Sales Manager Promotions Director Account Executive Account Executive
3	5/9/2022	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted one (1) intern, from the University of South Dakota during the 2022 Spring Semester and one (1) intern, from St. Cloud State University during the 2022 Spring Semester.</p>	3	GSM News Director Executive Producer
4	7/29/2022	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 2 job shadows, one from University of South Dakota and the other from Minnesota State Univeristy- Mankato. The job shadows were between 4-8 hours.	2	Executive Producer News Director
5	8/12/2022	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
6	10/3/2022	Participation in events sponsored by organizations representing the community	SEU personnel participated as a speaker at Lincoln High School. She spoke about career decisions and job requirements.	1	Reporter, MMJ



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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>
7	10/20/2022	Participation in events sponsored by organizations representing the community	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
8	11/4/2022	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.	1	News Director
9	11/17/2022	Participation in events sponsored by organizations representing the community	SEU personnel participated as a speaker at South Dakota State University. He/She spoke about career decisions and job requirements.	2	Reporter, MMJ Integrated Digital Specialist