

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
Producer-Morning Show	2-3, 5-6, 8-9, 11, 15-17, 19, 23-25, 28-30, 32-33, 35, 37, 39-40, 42-44	11
Producer-Morning Show	2-3, 5-6, 8-9, 11, 15-17, 19, 23-25, 28-30, 32-33, 35, 37, 39-40, 42-44	17
Associate Producer-Show	1-3, 8-9, 11, 13, 15-17, 19, 24, 28, 31-33, 35, 40-42, 44	9
Associate Producer-Show	1-3, 8-9, 11, 13, 15-17, 19, 24, 28, 31-33, 35, 40-42, 44	9
MMJ Reporter-Weekend	2-13, 15-25, 27-30, 32-37, 39-44	17
Local Sales Manager	2-13, 15-21, 23-30, 32-44	11
Local Sales Manager	2-13, 15-21, 23-30, 32-44	11
News Photographer	3, 8-9, 11, 15-17, 19, 24, 28-30, 32-33, 35, 40, 44	17
News Photographer	3, 8-9, 11, 15-17, 19, 24, 28-30, 32-33, 35, 40, 44	17
MMJ Reporter-Weekend	2-13, 15-25, 27-30, 32-37, 39-45	17
Digital Account Executive	2-13, 15-21, 23-25, 27-30, 32-37, 39-45	9
Digital/Investigative Producer	2-3, 5, 7-21, 24-25, 27-30, 32-34, 36-37, 39-45	24
Account Executive	2-4, 6-21, 24-30, 32-34, 36-37, 39-45	17
Creative Services Photographer/Producer	2-3, 6, 8-9, 11-13, 15-21, 24-25, 28-34, 36, 40, 43-45	11
News Photographer	2-3, 6, 8-9, 11, 15-21, 24-25, 27-30, 32-34, 36-37, 39-40, 42-45	24
News Web Producer	2-3, 6-13, 15-21, 24-25, 27-30, 32-34, 36-37, 39-45	17
Reporter, MultiMedia Journalist	2-3, 6-9, 11-13, 15-22, 24-25, 27-30, 32-34, 36-37, 40, 42-45	24
Master Control Operator	2-3, 6-9, 11-21, 24-26, 28-30, 32-34, 36-37, 40, 43-45	9
Master Control Operator	2-3, 6-9, 11-21, 24-26, 28-30, 32-34, 36-37, 40, 43-45	9
Master Control Operator	2-3, 6-9, 11-21, 24-26, 28-30, 32-34, 36-37, 40, 43-45	24

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
Sales Assistant	3, 6, 8-9, 11-13, 15-17, 19, 24, 28-30, 32-33, 40, 45	17
Sales Assistant	3, 6, 8-9, 11-13, 15-17, 19, 24, 28-30, 32-33, 40, 45	9
Master Control Operator	2-3, 6-9, 11-21, 24-26, 28-30, 32-34, 36 -37, 40, 43-45	11
Master Control Operator	2-3, 6-9, 11-21, 24-26, 28-30, 32-34, 36 -37, 40, 43-45	24

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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	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	1
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	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
5	Dakota State University 820 Washington Ave N Madison, South Dakota 57042 Phone : 605-256-5122 Url : http://dsu.edu/student-life/career-services Placement Services Manual Posting	N	0
6	Dakota Wesleyan University 1200 W University Ave Mitchell, South Dakota 57301 Phone : 800-333-8506 Email : digoldam@dwu.edu Diana Goldhammer	N	0

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
7	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6057 Email : cdc@dordt.edu Sarah Moss	N	0
8	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
9	Indeed Inc (Indeed.com) 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 512-583-7729 Tara Lambropoulos Manual Posting	N	21
10	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
11	KELO-TV Internal Posting 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	7
12	KELO-TV iPad App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
13	KELO-TV Mobile App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
14	KELO-TV on-air 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	1
15	KELOLAND Facebook 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
16	KELOLAND Twitter 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
17	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	20
18	Lake Area Technical Institute 1201 Arrow Ave NE Watertown, South Dakota 57201 Phone : 800-657-4344 Email : mollenhj@lakeareatech.edu Julie Mollenhoff	N	0
19	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Rich Everitt	Y	0

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
20	Mitchell Technical Institute 1800 E Spruce St Mitchell, South Dakota 57301 Phone : 605-995-7136 Email : elizabeth.kitchens@mitchelltech.edu Liz Kitchens	N	0
21	Mount Marty College 1105 W 8th St Yankton, South Dakota 57078 Phone : 605-668-1363 Email : mmcadmit@mtmc.edu Admission Office	N	0
22	National Academy of Television Arts & Sciences (NATAS) 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 John Murray Manual Posting	N	0
23	National American University 5801 S Corporate Pl Sioux Falls, South Dakota 57108 Phone : 605-884-7216 Url : http://www.national.edu/employers Rachel Hammer Manual Posting	N	0
24	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
25	Northern State University 1200 S Jay St Aberdeen, South Dakota 57401 Phone : 605-626-2371 Email : careerdev@northern.edu Britt Lorenz	N	0

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
26	Northwest Iowa Community College 603 W Park St Sheldon, Iowa 51201 Phone : 712-324-5061 Email : jobs@nwicc.edu Sheila Van Engen	N	0
27	Northwestern College 101 7th St SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwciowa.edu Bill Minnick	N	0
28	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
29	Sinte Gleska University 101 Antelope Cir Mission, South Dakota 57555 Phone : 605-856-8100 Email : maxine.bordeaux@sintegleska.edu Maxine Bordeaux	N	0
30	Sisseton Whapeton Community College 12572 BIA Hwy 700 Sisseton, South Dakota 57262 Phone : 605-698-3966 Email : webmaster@swc.tc Webmaster webmaster	N	0
31	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
32	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

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
33	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
34	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
35	South Dakota State University 100 Administration Lane Brookings, South Dakota 57006 Phone : 605-688-4425 Mary Reeter Manual Posting	N	0
36	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	0
37	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Phone : 507-537-6221 Email : careers@smsu.edu Lori Engebretson	N	0
38	Spots 'N' Dots 1635 Old Highway 41 NW Ste 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Lynn Zook Manual Posting	N	0

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
39	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
40	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C. Holloway	Y	0
41	University of Iowa 202 Jessup Hall Iowa City, Iowa 52242-1316 Phone : 319-335-1023 Url : https://uiowa-csm.symplicity.com/employers/?signin Sherry Rhinehart Manual Posting	N	0
42	University of Minnesota 3 Morrill Hall 100 Church St. S.E. Minneapolis, Minnesota 55455 Phone : 612-624-8647 Sherry Trego Manual Posting	N	0
43	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
44	University of South Dakota 414 E Clark St Vermillion, South Dakota 57069 Phone : 605-677-5381 Email : cdc@usd.edu Stephen Ward	N	0

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
November 23, 2017 - November 30, 2018

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
45	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:			59

KDLO-TV, KELO-TV, KPLO-TV**EEO PUBLIC FILE REPORT****November 23, 2017 - November 30, 2018****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/12/2018	Hosting of Job Fair	The SEU hosted a job fair. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	4	Dir of Creative Serv New Director General Sales Mgr Station Bus Mgr
2	7/20/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as advisors allowing students to receive feedback on their presentations.	1	Dir of Creative Serv
3	9/18/2018	Hosting of Job Fair	The SEU hosted a job fair. Hiring managers were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	4	Station Business Mgr Dir of Marketing News Director General Sales Mgr
4	10/4/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as advisors allowing students to receive feedback on their presentations.	1	Dir of Creative Serv
5	10/12/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of South Dakota. He spoke about career decisions and job requirements.	1	Dir of Creative Serv