

KCWI, WOI
EEO PUBLIC FILE REPORT
October 1, 2017 - September 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Vice President/General Manager	12, 15-16, 25, 27, 30, 34, 37, 41, 43-48, 52	37
Production Director	11, 25, 30-31, 37, 44-45, 48, 52	25
Master Control Operator	11, 25, 30-31, 37, 44-45, 48, 52	25
General Sales Manager	11, 15-16, 18, 25, 30-31, 34, 37, 41, 44-45, 48, 52	25
Digital Executive Producer	1-11, 13, 15-16, 19-23, 25-31, 33-39, 41-42, 44-48, 50-52	25
Account Executive	2-4, 6-11, 13-15, 17, 19-24, 26-31, 33, 35-39, 41-42, 44-52	24
Account Executive	2-4, 6-11, 13-15, 17, 19-24, 26-31, 33, 35-39, 41-42, 44-52	24
Sales Assistant	2-4, 6-11, 13-15, 17, 19-23, 26-31, 33, 35-39, 41, 44-45, 48-52	37
News Photographer	2-4, 6-11, 13-17, 19-23, 26-31, 33, 35-39, 41, 44-53	16
National Sales Manager	2-4, 6-11, 13-15, 17, 19-23, 26-31, 33, 35-39, 41, 44-53	37
Local Sales Manager	2-4, 6-11, 13-17, 19-21, 26-31, 33, 35-39, 41, 44-45, 48-53	37
Multi Media Journalist	2-4, 6-11, 13-17, 19-22, 26-31, 33, 35-41, 44-53	40
News Producer	2-4, 6-11, 13-17, 19-22, 24, 26-31, 33, 35-41, 44-53	37
Account Executive	2-4, 6-11, 13-15, 17, 19-22, 24, 26-31, 33, 35-39, 41-42, 44-53	24
Account Executive	2-4, 6-11, 13-15, 17, 19-22, 24, 26-31, 33, 35-39, 41-42, 44-53	37
News Producer	2-4, 6-11, 13-17, 19-22, 24, 26-31, 33, 35-41, 44-53	40
Producer	2-4, 6-11, 13-15, 17, 19-21, 25-31, 33, 35-38, 41, 44-53	25
Production Assistant	2-4, 6-11, 13-15, 17, 19-22, 25-31, 33, 35-38, 41-42, 44-53	25

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Production Assistant	2-4, 6-11, 13-15, 17, 19-22, 25-31, 33, 35-38, 41-42, 44-53	25
Account Executive	2-4, 6-11, 13-15, 17, 19-21, 24, 26-31, 33, 35-38, 41, 44-53	24
Account Executive	2-4, 6-11, 13-15, 17, 19-21, 24, 26-31, 33, 35-38, 41, 44-53	24
Account Executive	2-4, 6-11, 13-15, 17, 19-21, 24, 26-31, 33, 35-38, 41, 44-53	24
Creative Services Photographer/Editor	2-4, 6-11, 13-15, 17, 19-21, 26-33, 35-38, 41, 44-53	37
Sales Assistant	2-4, 6-11, 13-17, 19-24, 26-31, 33, 35-38, 41-53	24
Maintenance Engineer/IT	2-4, 6-8, 10-11, 13-15, 17, 20-24, 26-33, 35-38, 41, 44-45, 48-51, 53	24

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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	American Indian Council PO Box 283 Johnston, Iowa 50131 Phone : 800-845-9013 Email : iaai_board@iaaiowa.org Career Services	N	0
2	Bradley University 1501 W. Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2513 Url : http://www.bradley.edu/scc Email : jpesek@bradley.edu Janet Pesek	Y	0
3	Briar Cliff University 3303 Rebecca St Sioux City, Iowa 51104 Phone : 712-279-1633 Url : http://www.collegecentral.com/briarcliff Email : beau.sudtelgte@briarcliff.edu Beau Sudtelgte	Y	0
4	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Placement Department	Y	0
5	Brown College 1440 Northland Dr Mendota Heights, Minnesota Phone : 651-905-3548 Url : http://www.browncollege.optimalresume.com/employer Beth Mathiason Manual Posting	N	0
6	Buena Vista University 600 W. 4th St Storm Lake, Iowa 50588 Phone : 712-749-2447 Url : http://www.myinterfase.com/bvu/employer/ Email : careerservices@bv.edu Zoey Breese	Y	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
7	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5856 Url : http://www.central-csm.symplicity.com/employers/ Email : sandersc@central.edu Charnell Sanders	Y	0
8	Clarke University 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Becky Herrig	Y	0
9	Coe College 1220 First Avenue NE Cedar Rapids, Iowa 52402 Phone : 319-399-8500 Url : http://www.myinterfase.com/coe/employer/ Diana Patten Manual Posting	N	0
10	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
11	Des Moines Area Community College 2006 S. Ankeny Blvd Ankeny, Iowa 50021 Phone : 515-964-6200 Url : http://www.collegecentralnetwork.com/dmacc Email : careers@dmacc.edu Sara Clayton	Y	0
12	Des Moines Register.com/the job network 400 Locust Street Des Moines, Iowa 50309 Phone : 888-896-9838 Url : www.desmoinesregister.com Jon Coslett 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
13	Des Moines Rights 602 Robert Ray Dr Des Moines, Iowa 50309 Phone : 515--283-4284 Email : rusimms@dmgov.org Ruby Simms	N	0
14	Dordt College 498 4th Ave NE Office of Career Services Sioux Center, Iowa 51250 Phone : 712-722-6011 Url : http://www.collegecentral.com/dordt Email : kathy.harmelink@dordt.edu Kathy Harmelink	N	0
15	Drake University 118 Meredith Hall Des Moines, Iowa 50311 Phone : 515-271-4715 Url : http://www.drake-csm.symplicity.com/employers/ Email : annette.watson@drake.edu Annette Watson	Y	0
16	Employee Referral	N	11
17	Graceland University 1 University Place Lamoni, Iowa 50140 Phone : 641-784-5460 Email : personnel@graceland.edu Jan Gray	N	0
18	Grand View University 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-2888 Url : www.grandview.edu Email : careers@grandview.edu Career Services	Y	0
19	Greater Des Moines Partnership 700 Locust St Ste 100 Des Moines, Iowa 50309 Phone : 515-286-4937 Url : http://www.careers.seizedesmoines.com/accounts/ Nathan Ritz 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
20	Grinnell College 1127 Park St Career Development Office Grinnell, Iowa Phone : 641-269-4026 Url : http://www.grinnell-csm.symplicity.com/employers/ Email : harriske@grinnell.edu Kelly Harris	Y	0
21	ICSAA 321 E 12th St Des Moines, Iowa 50319 Phone : 515-281-3274 Email : kim.cheeks@iowa.gov Kim Cheeks	N	0
22	Illinois Center for Broadcasting 455 Eisenhower Lane S Ste 200 Lombard, Illinois 60148 Phone : 630-916-1700x3114 Email : dclark@beonair.com Don Clark	N	0
23	Illinois New Broadcasters Assoc. 124 3rd St The Job File Wilmette, Illinois 60091 Phone : 847-920-5590 Email : borowmaq@aol.com Bob Roberts	N	0
24	Indeed.com	N	18
25	Internal Promotion	N	9
26	Iowa at Work 326 W. 3rd St Ste 910 Davenport, Iowa 52804 Phone : 563-920-5590 Url : http://www.iowajobs.org Alison Sidwell Manual Posting	Y	0
27	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : http://www.iowabroadcasters.com Email : iowaiba@dwx.com Sue Toma	Y	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
28	Iowa College Recruiting Network 10 Merrill Park Circle Ste B Grinnell, Iowa 50112 Phone : 515-867-6890 Url : http://www.recruitiowagrad.com Email : valorie.larsson@recruitiowagrad.com Valorie Larsson	N	0
29	Iowa Lakes Community College 330 S 18th St Estherville, Iowa 51334 Phone : 712-362-0409 Email : kcromwell@iowalakes.edu Kathy Cromwell	Y	0
30	Iowa State University 102 C.C. Catt Hall Career Services Ames, Iowa 50011 Phone : 515-294-4841 Url : http://www.cyhire.iastate.edu/employers/ Leslie Gender Manual Posting	Y	2
31	Iowa Workforce Development 430 E Grand Ave Des Moines, Iowa 50309 Phone : 515-350-6061 Alison Sidwell Manual Posting	Y	0
32	Job/Bulletin Board	N	2
33	Kaplan University 4655 121st St Urbandale, Iowa 50323 Phone : 515-727-6844 Email : workstudyku@gmail.com Jenna Scott	Y	0
34	Linked In 2029 Sterling Court Mountain View, California 94035 Phone : 6506873600 Jeff Weiner Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : medialine@medialine.com Career Services	Y	0
36	Morningside College 1501 Morningside Ave Student Services Sioux City, Iowa 51106 Phone : 712-274-5032 Email : hays@morningside.edu Stacie Hays	Y	0
37	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	38
38	Northwestern College Iowa 101 7th St Orange City, Iowa 51041 Phone : 712-707-7225 Email : cdc@nwciova.edu Nancy Landhuis	Y	0
39	Partners in Job Training & Placement 1504 3rd Ave #2 Rock Island, Illinois 61201 Phone : 309-736-9621x107 Email : jdawson@pjtp.org Jeanette Dawson	N	0
40	Professional/Industry Trade Organization	N	8
41	Simpson College 701 N C St Indianola, Iowa 50125 Phone : 515-961-1372 Url : http://www.simpson-csm.symplicity.com/employers/ Email : careers@simpson.edu Bobbi Sullivan	Y	0

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42	Society of Broadcast Engineers 9102 Meridian St Ste 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/career_jobsonline.php Ken Drewes Manual Posting	N	0
43	The Des Moines Register 400 Locust Street Des Moines, Iowa 50309 Phone : 888-896-9838 Url : www.desmoinesregister.com Jon Coslett Manual Posting	N	0
44	Tvjobs.com PO Box 4116 Broadcast Employment Services Oceanside, California 92052 Phone : 760-754-2115 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
45	University of Iowa 100 Pomerantz Center Ste C310 Iowa City, Iowa 52242 Phone : 319-335-1023 Url : http://www.uiowa-csm.symplicity.com Email : careercenter@uiowa.edu Sara Burden	Y	0
46	University of Missouri 5000 Holmes Floor 2 Kansas City, Missouri 64110 Phone : 816-235-1636 Url : http://www.umkc-csm.symplicity.com/employers/ Beth Medley Manual Posting	N	0
47	University of Nebraska Omaha Academic & Career Development Center 6001 Dodge St, EAB 115 Omaha, Nebraska 68182 Phone : 402-554-3672 Url : http://www.unomaha-csm.symplicity.com/employers/ Jessica Wolff Manual Posting	N	0

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48	University of Northern Iowa 102 Gilchrist Hall Cedar Falls, Iowa 50614 Phone : 319-273-6857 Url : http://www.uni-csm.symplicity.com/employers/ Email : careerservices@uni.edu Anna NA	Y	0
49	Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5229 Email : puffetta@uiu.edu Anne Puffett	Y	0
50	Urban Dreams 601 Forest Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : wford14275@aol.com Wayne Ford	Y	0
51	William Penn University 201 Trueblood Avenue Oskaloosa, Iowa 52577 Phone : 641-673-2173 Email : stevensde@wmpenn.edu Debbie Stevens	Y	0
52	WOIS 3903 Westown Parkway West Des Moines, Iowa 50266 Phone : 515-457-9645 Url : http://www.weareiowa.com Teresa Chafa Manual Posting	N	1
53	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:			89

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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	1/8/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	1	News Director
2	1/22/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	2	News Director Chief Meteorologist
3	1/31/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	2	News Director Chief Meteorologist
4	2/15/2018	Participation in Job Fairs	Iowa State University Jump-Start Internship & Networking Fair 111 Hamilton Hall Ames, Iowa	2	News Director Digital Manager
5	3/15/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	1	News Director
6	4/2/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	1	News Director
7	5/14/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	1	News Director
8	5/21/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	2	News Director Chief Meteorologist
9	5/21/2018	Establishment of an intern program designed to assist members of the community	Iowa State University	2	News Director Chief Meteorologist