

WHO-TV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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 | 2-3, 6-11, 13, 16, 18, 22, 24-25, 28, 30-36, 38, 40-43, 45, 47, 49 | 18 |
| Multi Media Journalist | 2-3, 6-11, 13, 15-16, 19, 24-25, 28-36, 38, 40-43, 45, 47, 49 | 35 |
| Multi Media Journalist | 2-3, 6-8, 10-11, 13, 15-16, 19, 24-25, 28-36, 38, 40-43, 45, 47, 49 | 15 |
| Director | 2-3, 6-8, 10-11, 13, 16, 19-20, 24-25, 28, 30-36, 38, 40-43, 45, 47, 49 | 20 |
| Control Room Technician | 2-3, 6-8, 10-11, 16, 19, 24-25, 28-36, 38, 40-41, 43, 45, 47, 49 | 19 |
| Photographer | 2-3, 6-8, 10-11, 15-16, 19-20, 24-25, 28-36, 38, 40-41, 43, 45, 47, 49 | 29 |
| Photographer | 2-3, 6-8, 10-11, 13, 16, 19-20, 24-25, 28, 30-36, 38, 40-41, 43, 45, 47, 49 | 20 |
| Digital Sales Manager | 2-3, 6-8, 10-11, 13, 15-17, 24-25, 28-36, 38, 40-41, 43, 45, 47, 49 | 29 |
| Photographer | 2-3, 6-8, 10-11, 13, 15-17, 19, 25, 28-38, 40-41, 43, 45, 47, 49 | 37 |
| Multi Media Journalist | 2-3, 6-8, 10-11, 13, 15-17, 19, 24-25, 28-36, 38, 40-41, 43, 45, 47, 49 | 29 |
| Assignment Editor | 2-3, 6-8, 10-11, 13, 16-17, 19, 25-26, 28-36, 38, 40-41, 43, 45, 47, 49 | 19 |
| Control Room Technician | 2-3, 6-8, 10, 16-17, 21, 25, 28-36, 38, 40-41, 43, 45, 47, 49 | 21 |

On 11/9/2020 & 1/4/2021, the Station deleted (4) historical sources and on 6/25/21 added (9) new sources.

DELETED sources on 1/4/2021: RS #1 Bradley University 1.4.21, RS #6/Columbia College Chicago 1.4.21, RS #15 Iowa Broadcasters Association 11.9.20, RS #42 University of Northern Iowa

ADDED sources on 6/25/2021: RS #1 Bates College Broadcast/Production Program, RS #4 Buena Vista University, RS #12 DMACC, RS #17 Grandview College, RS #23 Iowa Central College Community College, RS #27 Kansas University, RS #44 Upper Iowa University, RS #46 Waldorf University, RS #48 William Penn University

UNSCRIBED sources effective 2/12/2021: RS #3 Brown College 3.4.21, RS #8 Des Moines Rights 2.12.21, RS #9 Drake University 2.15.21, RS #11 Goodwill Industries 7.26.21, RS #17 Iowa Division of Latino Affairs

Nexstar did not actively distribute job vacancy notices to CareerBuilder, Indeed and LinkedIn. However, said sources re-posted some but not all the Stations WWW.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

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|---------------------------|--|-----------------------|
| Newscast Producer | 2, 6-8, 10, 15-17, 20, 25, 28-36, 38, 40-41, 43, 45, 47, 49 | 20 |
| Multi Media Journalist | 2, 5-8, 10, 14, 16-17, 19, 25, 28-36, 38, 40-41, 43, 45, 47, 49 | 29 |
| Digital Sales Coordinator | 2, 6-8, 10, 16-17, 19, 25, 28, 30-36, 38, 40-41, 43, 45, 47, 49 | 19 |
| Multi-Media Producer | 1-2, 4, 6-8, 10, 12, 16-17, 23, 25, 27-36, 38-41, 43-49 | 29 |
| Multi-Media Producer | 1-2, 4-8, 10, 12, 16-17, 23, 25, 27-36, 38, 40-41, 43-49 | 5 |
| Multi Media Journalist | 1-2, 4-8, 10, 12, 16-17, 19, 23, 25, 27-36, 38, 40-41, 43-49 | 29 |
| Multi Media Journalist | 1-2, 4, 6-8, 10, 12, 15-17, 19, 23, 25, 27-28, 30-36, 38, 40-41, 43-49 | 19 |
| Technician Director | 1-2, 4, 6-8, 10, 12, 16-17, 20, 23, 25, 27-36, 38, 40-41, 43-49 | 29 |

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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 | Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson | N | 0 |
| 2 | Bradley University 1501 West Bradley Avenue Peoria, Illinois 61625 Phone : 309-676-7611 Email : careers@bradley.edu Jean Berry | N | 0 |
| 3 | Brown College 1140 Norland Drive Mendota Heights, Minnesota 55120 Phone : 651-905-3509 Email : cssupport@careered.com Christine Dye | N | 0 |
| 4 | Buena Vista University 610 W 4th Street Storm Lake, Iowa 50588 Phone : 712-749-2447 Email : career@bvu.edu Mandi Mollring | N | 0 |
| 5 | CareerBuilder.com | N | 3 |
| 6 | Chicago State University 9501 South King Drive Chicago, Illinois 60628 Phone : 773-995-2019 Email : hr@csu.edu Cheri Sidney | N | 0 |
| 7 | Clark State Community College 570 East Leffel Lane Springfield, Ohio 45505 Phone : 937-328-6090 Email : gastm@clarkstate.edu Career Services | N | 0 |
| 8 | Clarke College 1550 Clarke Dr Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Career Services | N | 0 |

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|------------------|---|--|---|
| 9 | Columbia College Chicago 600 S Michigan Avenue Chicago, Illinois 60605 Phone : 312-369-6844 Url : https://app.joinhandshake.com/login?utm_medium=email&utm_source=activity_mailer Valerie Robbins | N | 0 |
| 10 | Creative Community Options 6950 NE 14th Street Ankeny, Iowa 50023 Phone : 515-289-4781 Email : candeo@candeiowa.org Julie Klocke | N | 0 |
| 11 | Des Moines Rights 602 Robert D Ray Dr Des Moines, Iowa 50309 Phone : 515-283-4284 Email : humanrights@dmgov.org Vern Ostrander | N | 0 |
| 12 | DMACC 2006 S.Ankeny Blvd., Bldg# 5 Ankeny, Iowa 50021 Phone : 515-964-6215 Url : https://go.dmacc.edu Email : careers@dmacc.edu Sara Clayton | N | 0 |
| 13 | Drake University 2507 University Avenue Des Moines, Iowa 50311 Phone : 515-271-3133 Email : drakehr@drake.edu Human Resources n/a | N | 0 |
| 14 | Educational Institution | N | 1 |
| 15 | Employee Referral | N | 11 |
| 16 | Goodwill Industries 4900 NE 22nd St Des Moines, Iowa 50313 Phone : 515-265-5323 Email : kimberlyb@dmgoodwill.org Kimberly Bustamante | 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 |
|------------------|---|--|---|
| 17 | Grandview College 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-2955 Email : sstearns@grandview.edu Susie Stearns | N | 0 |
| 18 | Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting | N | 4 |
| 19 | Indeed.com | N | 34 |
| 20 | Internal Promotion | N | 5 |
| 21 | Intracompany Transfer | N | 1 |
| 22 | Iowa Broadcasters Association P.O. Box 71186 Des Moines, Iowa 50325 IBA Iowa Manual Posting | N | 0 |
| 23 | Iowa Central College Community College One Triton Cr. Fort Dodge, Iowa 50501 Phone : 515-574-1213 Email : mcneil@iowacentral.edu Rusty McNeil | N | 0 |
| 24 | Iowa Division of Latino Affairs 321 E. 12th Street Des Moines, Iowa 50319 Phone : 515-281-4080 Email : dhr.latinoaffairs@iowa.gov Sara Schoneberg | N | 0 |
| 25 | Iowa Workforce 1000 East Grand Avenue Des Moines, Iowa 50309 Phone : 515-281-5387 Email : Region11.Web@iwd.iowa.gov Iowa Workforce | N | 0 |
| 26 | Job/Bulletin Board | N | 1 |

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|------------------|---|--|---|
| 27 | Kansas University 1450 JayHawk Blvd Lawrence, Kansas 60045 Phone : 785-864-7672 Url : http://www.ku.edu Email : kucareer@ku.edu Ellen Lind | N | 0 |
| 28 | Lincoln University 820 Chestnut Street PO Box 29 Jefferson City, Missouri 65102-0029 Phone : 573-681-5162 Email : careerservices@lincolnu.edu Career Counselor | N | 0 |
| 29 | Linked In | N | 34 |
| 30 | Luther College 700 College Dr Decorah, Iowa 52101 Phone : 563-389-2000 Email : career@luther.edu Career Center | N | 0 |
| 31 | Mainstream Living 333 SW 9th St Des Moines, Iowa 50309 Phone : 515-243-8115 Email : acorrieri@mainstreamliving.org Amber Corrieri | N | 0 |
| 32 | Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone | N | 0 |
| 33 | Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 800-831-0806 Email : hays@morningside.edu Stacie Hays | 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 |
|------------------|---|--|---|
| 34 | National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks | N | 0 |
| 35 | Nexstar Broadcasting Inc 545 East John Carpenter Freeway Irving, Texas 75062 Phone : 515-242-3643 Terri Bush Manual Posting | N | 3 |
| 36 | Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting | N | 0 |
| 37 | Re-hire | N | 1 |
| 38 | Simpson College 701 North C St Indianola, Iowa 50125 Phone : 515-961-6251 Email : careers@simpson.edu Career Services | N | 0 |
| 39 | State/Local Employment Agency | N | 1 |
| 40 | TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway | N | 0 |
| 41 | University of Missouri - Kansas City 2220 Holmes St Kansas City, Missouri 64108 Phone : 816-235-1700 Email : careerservices@umkc.edu Career Services | N | 0 |

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|------------------|--|--|---|
| 42 | University of Northern Iowa 1227 West 27th Street Cedar Falls, Iowa 50614 Email : careercenter@uni.edu Career Services | N | 0 |
| 43 | University of Tennessee at Martin 305 Gooch Hall Martin, Tennessee 38238 Phone : 731-881-7532 Email : rfreed@utm.edu Rodney Freed | Y | 0 |
| 44 | Upper Iowa University 605 Washington Street Fayette, Iowa 52142 Phone : 563-425-5229 Url : http://www.uiu.edu/careers Email : puffetta@uiu.edu Anne Puffett | N | 0 |
| 45 | Urban Dreams 1400 6th Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : WFord14275@aol.com Bobbi Stanley | N | 0 |
| 46 | Waldorf University 106 S 6th Street Forest City, Iowa 50436 Phone : 641-585-8681 Email : careers@waldorf.edu Kathy Rollefson | N | 0 |
| 47 | WHO TV 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515-242-3643 Candace Freeman Manual Posting | N | 0 |
| 48 | William Penn University 201 Trueblood Ave. Oskaloosa, Iowa 52577 Phone : 641-673-217 Url : http://wmpenn.edu Email : stevensde@wmpenn.edu Debbie Stevens | N | 0 |

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|--|---|--|---|
| 49 | 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 | | | 99 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participant | Participant Title |
|---|---------------|---|--|------------------------------------|----------------------------------|
| 1 | Ongoing Event | Participation in events or programs sponsored by educational institutions | Station personnel participated on-line as an Orbits advisor at Ankeny Community School District. He spoke about broadcasting opportunities, career decisions and job requirements. | 1 | News Director |
| 2 | Ongoing Event | Listing of each upper-level category opening in a job bank or newsletter | The station regularly disseminates job vacancy notices, including upper-level positions, to the Iowa Workforce and the National Association of Black College Broadcasters, in an effort to post all job vacancies, including the participation of women and minorities. | 1 | Business Administrator |
| 3 | 10/6/2020 | Participation in events or programs sponsored by educational institutions | Station personnel participated on a Zoom call for University of Iowa School of Journalism. He spoke about career decisions and job requirements. | 1 | News Director |
| 4 | 2/18/2021 | Participation in events sponsored by organizations representing groups in the community | Station personnel participated as a speaker at the Iowa Hospital Association. He spoke about working as a Political Reporter and discussed broadcasting jobs in general and at the Station. | 1 | Political Dir/Anchor Reporter |
| 5 | 2/18/2021 | Participation in events sponsored by organizations representing groups in the community | Station personnel participated as a speaker at Society of America. He spoke about the impact of News/Political reporting and discussed broadcasting jobs in general at the Station. | 1 | Political Dir/Anchor Reporter |
| 6 | 2/23/2021 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a host for speed networking for the School of Journalism Mass Communication for the University of Iowa. He spoke about networking in the business world and career decisions and job requirements. | 1 | News Director |
| 7 | 3/10/2021 | Participation in events or programs sponsored by educational institutions | Station personnel participated virtually with Iowa State University students. He spoke about the opportunity of an internship at the station. | 1 | News Director |
| 8 | 3/11/2021 | Establishment of an intern program designed to assist members of the community | The Station has established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The Station hosted (1) intern from Iowa State University and (1) intern from Simpson College during the 2021 | 2 | News Director Sports Director |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participant | Participant Title |
|----|-------------|---|--|------------------------------------|--|
| 9 | 3/24/2021 | Participation in events sponsored by organizations representing groups in the community | Station personnel participated as a speaker at the Knoxville Rotary Club. He spoke about the ever-changing Broadcast industry and discussed broadcasting jobs in general and at the Station. | 1 | Political Dir/Anchor Reporter |
| 10 | 4/17/2021 | Participation in events sponsored by community groups | Station personnel participated as a speaker at the Iowa Broadcast News Association Convention. He spoke about career decisions and job requirements in Broadcasting | 1 | News Director |
| 11 | 8/18/2021 | Provision of training to management | The Station 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. | 7 | VP/GM GSM Director of News Chief Engineer |