

KCAU
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 **	1-34	5
Multi Media Journalist	1-30, 32-34	19
Producer	1-30, 32-34	19
Multi Media Journalist	1-30, 32-34	19
Anchor - Morning	1-30, 32-34	19
Account Executive	1-30, 32-34	5
Camera Operator	1-30, 32-34	19
Camera Operator	1-30, 32-34	19
Multi Media Journalist	1-30, 32-34	5
Account Executive	1-30, 32-34	5
Promotions Producer	1-30, 32-34	19
Sports Reporter / WE Sports Anchor	1-30, 32-34	19
Sales Assistant	1-30, 32-34	5
Commercial Producer	1-30, 32-34	5
MMJ	1-30, 32-34	13
Producer	1-30, 32-34	13
Digital MMJ/Digital Producer	1-30, 32-34	19
Camera Operator	1-30, 32-34	13

* Recruitment Source #31 Vocational Rehabilitation Service unsubscribed 9/3/20 from Job Vacancies.

** This position bridged two EEO Reporting years (2019/2020 and 2020/2021)

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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	Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712-279-5455 Joshua Cobbsd Manual Posting	N	0
2	Buena Vista University 610 W Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : career@bvu.edu Zoey Breese	N	0
3	Columbia College 600 Michigan Ave Chicago, Illinois 60605 Phone : 312-344-7280 Email : dmatthews@colum.edu Dirk Matthews	N	0
4	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6078 Email : cdc@dordt.edu Brandon Huisema	N	0
5	Indeed.com 470 West Ave Suite 2002 Stamford, Connecticut 6902 Phone : 800-475-4361 Customer Service Manual Posting	N	30
6	Indian Hills Community College 626 Indian Hills Dr Bldg 14 Ottumwa, Iowa 52501 Phone : 641-683-5215 Alison Hite Manual Posting	N	0
7	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting	N	0

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8	Iowa Broadcasters News Association PO Box 153 Oskaloosa, Iowa 52577 Phone : 319-230-8988 Email : ibna@ibna.org Jeff Stein	N	0
9	Iowa State University 1320 Gardin Business Bldg Ames, Iowa 50111 Phone : 515-294-2542 Meredith Williams Manual Posting	N	0
10	Iowa Vocational Rehabilitation 217 West 5th Street Spencer, Iowa 51301 Phone : 712-262-5816 Email : Michelle.Kreffft@iowa.gov Michelle Krefft	Y	0
11	Iowa Works of Greater Siouxland 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Email : anne.hernandez@iwd.iowa.gov Anne Hernandez	Y	0
12	IowaJobs.com 801 Bluff Street Dubuque, Iowa 52001 Phone : 800-553-4801 Email : jonathan.murad@iwd.iowa.gov Workforce Development	N	0
13	KCAU Job board, website, internal 5993 Gordon Dr Sioux City, Iowa 51106 Phone : 712-224-6726 Email : jcollins@kcautv.com Jill Collins	N	6
14	Medialine.com PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : jobs@medialinetalent.com Mark Shilstone	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
15	Midwest Regional Emmys 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray Manual Posting	N	0
16	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712-274-5254 Email : hays@morningside.edu Stacie Hayes	N	0
17	Native American Journalist Association 395 W Lindsey Norman, Oklahoma 73019 Phone : 405-325-9008 Email : rebeccalandsberry@naja.com Rebecca Landsberry	Y	0
18	Nebraska Department of Labor 105E Norfolk Ave Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4418 Email : Becky.Maggart@nebraska.gov Becky Maggart	Y	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
20	Northeast Community College PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Terry Heggemeyer Manual Posting	N	0
21	Northwestern College of Iowa 208 8th St. SW Orange City, Iowa 51041 Phone : 712-707-7225 Email : cdc@nwciowa.edu Bill Minnick	N	0

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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
22	Office on the Status of African Americans Dept of Human Rights/ Lucas State Office Bldg 321 E 12th Street Des Moines, Iowa 50310 Phone : 515-281-3274 Email : kim.cheeks@iowa.gov Kim Cheeks	Y	0
23	South Dakota Department of Labor 504 River Drive, City Hall N. Sioux City, South Dakota 57049 Phone : 605-242-5445 Email : kelsey.stainbrook@state.sd.us Kelsey Stainbrook	Y	0
24	St. Cloud State University 720 4th Ave S St Cloud , Minnesota 56301 Phone : 320-308-2899 Michelle Schmitz Manual Posting	N	0
25	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Broadcast Employment Manual Posting	N	0
26	University of Iowa 100 Pomerantz Center Suite C310 Iowa City, Iowa 52242 Phone : 319-335-1023 Allan Boettger Manual Posting	N	0
27	University of Nebraska - Kearney 2504 9th Ave Kearney, Nebraska 68849 Phone : 308-865-8501 Amy Rundstrom Manual Posting	N	0
28	University of Nebraska at Omaha 6001 Dodge St. EAB 211 Omaha, Nebraska 68182 Phone : 402-554-3672 Cathy Pettid 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
29	University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-8864 Carly Heard Manual Posting	N	0
30	University of South Dakota - Journalism Dept 414 East Clark St Vermillion , South Dakota 57069 Phone : 605-677-5478 Email : Michelle.VanMaanen@usd.edu Michelle VanMaanen	N	0
31 *	Vocational Rehabilitation Services 901 W. 21st St. South Sioux City, Nebraska 68776 Phone : 402-494-2265 Email : lisa.mitchell@nebraska.gov Lucas Mann	N	0
32	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting	N	0
33	Western Iowa Tech Community College 4647 Stone Ave Sioux City, Iowa 51106 Phone : 712-274-6400 Chris Mansfield Manual Posting	N	0
34	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			62

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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	10/1/2020	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices, including upper-level positions, to Iowa Works of Greater Siouxland, and to the Iowa Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	4	General Manager Operations Manager News Director Office Manager
2	10/1/2020	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operation, including news, production, sports and weather. The Station hosted four (4) interns from Western Iowa Tech Community College. Two (2) interns during Winter 2020/2021, one (1) intern during Spring 2021 and one (1) intern during Summer 2021.	2	Operations Mgr News Director
3	2/25/2021	Participation in Job Fairs	The Station participated at the South Dakota State University Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	6	General Manager News Director General Sales Manager Operations Manager
4	3/22/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Lawton Bronson High School. They spoke about career decisions and job requirements for a Career in Broadcasting.	3	Promotions Manager Commercial Producer Commercial Producer
5	3/25/2021	Participation in Job Fairs	The Station participated at the South Dakota B.I.G (Business Industry Government) Career and Internship Fair. Station [or SEU] personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	7	General Sales Manager Operations Manager Local Sales Manager Asst News Director
6	4/6/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Morningside College Journalism department. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
7	4/16/2021	Participation in events or programs sponsored by educational institutions	The Station has an established job shadow program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. During the reporting term, the Station hosted one (1) student from Sgt Bluff Lutton High School.	1	Operations Mgr
8	4/23/2021	Participation in events sponsored by community groups	Station personnel participated as speaker, advisor and judge with the Sioux City Community School District High School students in conjunction with the June E Nylen Cancer Center during a local PSA campaign. They spoke about career decisions, educational and job requirements.	2	Operations Mgr Account Executive
9	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.	6	General Manager General Sales Manager News Director Local Sales Manager
10	9/15/2021	Co Sponsoring Job Fair	The Station co-sponsored a job fair with all other Siouxland Broadcasters. The Station provided financial, administrative and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	4	General Manager News Director Local Sales Manager General Sales Manager