

**KCWI, WOI**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

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
News Producer	2-4, 6-10, 12-14, 19, 21-26, 29-32, 34-39	19
News Producer	2-4, 6-10, 12-14, 19, 21-26, 29-32, 34-39	30
Assignment Editor	3-4, 6, 8-10, 12-14, 21-26, 30-36, 38-39	39
Executive Producer	6, 8, 10-11, 13, 19-20, 22, 24-25, 30, 32-36, 38-39	19
Multi Media Journalist	3-4, 6, 8-14, 16, 21-26, 30-36, 38-39	11
Account Executive	3-4, 6-14, 21-26, 30-39	39
Photographer	6, 8, 10, 13, 19-20, 24-26, 30, 32, 34-36, 38-39	39
Photographer	6, 8, 10, 13, 19-20, 24-26, 30, 32, 34-36, 38-39	20
Meteorologist	3, 6, 8, 10, 12-13, 16-17, 19-20, 22-25, 28, 30, 32-36, 39	20
Digital Content & strategy Producer	3-4, 6, 8-14, 21-26, 30, 32-36, 38-39	30
National Sales Assistant	4-6, 8-10, 12-14, 21, 24-26, 30, 32, 34-36, 38-39	5
Local Sales Manager	3-6, 8-14, 21-22, 24-26, 30-36, 38-39	30
MMJ Reporter	2-4, 6-10, 12-14, 21-26, 29-39	39
MMJ Reporter	2-4, 6, 8-10, 12-14, 19, 21-26, 28-36, 38-39	30
Administrative Assistant	5, 30, 39	5
Weekend Anchor/Reporter	2-4, 6-10, 12-14, 19, 21-26, 30-32, 34-39	30
Account Executive	1-4, 6-16, 18, 21, 23-26, 29-32, 34-39	11
Account Executive	1-4, 6-16, 18, 21, 23-26, 29-32, 34-39	18
Account Executive	1-4, 6-10, 12-16, 18, 21, 23-26, 29-32, 34-39	39
Weekend Meteorologist/MMJ	1-4, 6-10, 12-16, 19, 21, 23-26, 29-32, 34-39	30
Account Executive	1-4, 6-10, 12-16, 18, 21, 23-26, 29-32, 34-39	18

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Account Executive	1-4, 6-16, 18, 21, 23-27, 29-32, 34-39	18
Account Executive	1-4, 6-16, 18, 21, 23-27, 29-32, 34-39	39
Account Executive	1-4, 6-16, 18, 21, 23-27, 29-32, 34-39	27
Sports Anchor/MMJ	3-4, 6-10, 12-14, 21-26, 30, 32-36, 38-39	30

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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
1	Bradley University 1501 W. Bradley Ave Peoria, Illinois 61625 Phone : 309-677-2513 Url : <a href="http://www.bradley.edu/scc">http://www.bradley.edu/scc</a> Email : <a href="mailto:jpesek@fsmail.bradley.edu">jpesek@fsmail.bradley.edu</a> Janet Pesek	Y	0
2	Briar Cliff University 3303 Rebecca St Sioux City, Iowa 51104 Phone : 712-279-5425 Url : <a href="http://www.collegecentral.com/briarcliff">http://www.collegecentral.com/briarcliff</a> Dori Rivera Manual Posting	Y	0
3	Broadcast Center 2360 Hampton Ave St. Louis, Missouri 63139 Phone : 314-647-8181 Email : <a href="mailto:placement@broadcastcenterinfo.com">placement@broadcastcenterinfo.com</a> Placement Department	Y	0
4	Buena Vista University 600 W. 4th St Storm Lake, Iowa 50588 Phone : 712-749-2447 Url : <a href="http://www.myinterfase.com/bvu/employer/">http://www.myinterfase.com/bvu/employer/</a> Career Services Manual Posting	Y	0
5	CareerBuilder.com	N	7
6	Central College 812 University Pella, Iowa 50219 Phone : 641-628-5856 Url : <a href="http://www.central-csm.symplicity.com/employers/">http://www.central-csm.symplicity.com/employers/</a> Charnell Sanders Manual Posting	Y	0
7	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0

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8	Des Moines Area Community College 2006 S. Ankeny Blvd Ankeny, Iowa 50021 Phone : 515-371-4187 Url : <a href="http://www.collegecentralnetwork.com/dmacc">http://www.collegecentralnetwork.com/dmacc</a> Steve Schoot Manual Posting	Y	0
9	Des Moines Area Community College-Urban Campus 1100 7th St Des Moines, Iowa 50314 Phone : 515-697-7717 Url : <a href="http://www.collegecentralnetwork.com/dmacc">http://www.collegecentralnetwork.com/dmacc</a> Anne Howsare Manual Posting	Y	0
10	Drake University 118 Meredith Hall Des Moines, Iowa 50311 Phone : 515-271-3194 Url : <a href="http://www.drake-csm.symplicity.com/employers/">http://www.drake-csm.symplicity.com/employers/</a> Todd Evans Manual Posting	Y	0
11	Employee Referral	N	9
12	Graceland University 1 University Place Lamoni, Iowa 50140 Phone : 641-784-5460 Email : <a href="mailto:capcenter@graceland.edu">capcenter@graceland.edu</a> Jan Gray	N	0
13	Grand View University 1200 Grandview Ave Des Moines, Iowa 50316 Phone : 515-263-2888 Url : <a href="http://www.grandview.edu">www.grandview.edu</a> Career Services Manual Posting	Y	0
14	Grinnell College 1127 Park St Career Development Office Grinnell, Iowa Phone : 641-269-4940 Url : <a href="http://www.grinnell-csm.symplicity.com/employers/">http://www.grinnell-csm.symplicity.com/employers/</a> Diane Hawkins Manual Posting	Y	0

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15	ICSAA 321 E 12th St Des Moines, Iowa 50319 Phone : 515-281-3274 Email : kim.checks@iowa.gov Kim Checks	N	0
16	Illinois Center for Broadcasting 455 Eisenhower Lane S Ste 200 Lombard, Illinois 60148 Phone : 630-916-1700x3114 Email : dclark@beonair.com Don Clark	N	1
17	Illinois New Broadcasters Assoc. 124 3rd St The Job File Wilmette, Illinois 60091 Phone : 847-920-5590 Email : borowmanq@aol.com Bob Roberts	N	0
18	Indeed.com	N	15
19	Internal Promotion	N	7
20	Intracompany Transfer	N	3
21	Iowa at Work 326 W. 3rd St Ste 910 Davenport, Iowa 52804 Phone : 563-920-5590 Url : <a href="http://www.iowajobs.org">http://www.iowajobs.org</a> Alison Sidwell Manual Posting	Y	0
22	Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Url : <a href="http://www.iowabroadcasters.com">http://www.iowabroadcasters.com</a> Sue Toma Manual Posting	Y	0
23	Iowa College Recruiting Network 10 Merrill Park Circle Ste B Grinnell, Iowa 50112 Phone : 515-867-6890 Url : <a href="http://www.recruitiowagrads.com">http://www.recruitiowagrads.com</a> Email : <a href="mailto:valorie.larsson@recruitiowagrads.com">valorie.larsson@recruitiowagrads.com</a> Valorie Larsson	N	0

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24	Iowa State University 102 C.C. Catt Hall Career Services Ames, Iowa 50011 Phone : 515-294-4841 Url : <a href="http://www.cyhire.iastate.edu/employers/">http://www.cyhire.iastate.edu/employers/</a> Leslie Gender Manual Posting	Y	4
25	Iowa Workforce Development 430 E Grand Ave Des Moines, Iowa 50309 Phone : 515-350-6061 Alison Sidwell Manual Posting	Y	0
26	Kaplan University 4655 121st St Urbandale, Iowa 50323 Phone : 515-727-6844 Email : <a href="mailto:workstudyku@gmail.com">workstudyku@gmail.com</a> Jenna Scott	Y	0
27	Linked In 2029 Sterling Court Mountain View, California 94035 Phone : 6506873600 Jeff Weiner Manual Posting	N	1
28	Medialine 1209 Wood Valley Road Augusta, Georgia 30909 Phone : 706-364-7564 Email : <a href="mailto:rich@medialine.com">rich@medialine.com</a> Career Services	Y	0
29	Morningside College 1501 Morningside Ave Student Services Sioux City, Iowa 51106 Phone : 712-274-5032 Email : <a href="mailto:hays@morningside.edu">hays@morningside.edu</a> Stacie Hays	Y	0
30	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	21

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31	Northwestern College Iowa 101 7th St Orange City, Iowa 51041 Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Nancy Landhuis	Y	0
32	Simpson College 701 N C St Indianola, Iowa 50125 Phone : 515-961-1372 Url : <a href="http://www.simpson-csm.symplicity.com/employers/">http://www.simpson-csm.symplicity.com/employers/</a> Bobbi Sullivan Manual Posting	Y	0
33	Tvjobs.com PO Box 4116 Broadcast Employment Services Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
34	University of Iowa 100 Pomerantz Center Ste C310 Iowa City, Iowa 52242 Phone : 319-335-1023 Url : <a href="http://www.uiowa-csm.symplicity.com">http://www.uiowa-csm.symplicity.com</a> Career Services Manual Posting	Y	0
35	University of Northern Iowa 1227 W 27th St Career Services Cedar Falls, Iowa Phone : 319-273-6857 Url : <a href="http://www.uni-csm.symplicity.com/employers/">http://www.uni-csm.symplicity.com/employers/</a> Anna NA Manual Posting	Y	1
36	Upper Iowa University 5000 Westown Parkway Ste 200 West Des Moines, Iowa 50266 Phone : 563-425-5229 Url : <a href="https://www.collegecentral.com/uiu/">https://www.collegecentral.com/uiu/</a> Annie NA Manual Posting	Y	0

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37	Urban Dreams 601 Forest Ave Des Moines, Iowa 50314 Phone : 515-288-4742 Email : wayne.ford@urbandreams.org Wayne Ford	Y	0
38	William Penn University 201 Trueblood Avenue Oskaloosa, Iowa 52577 Phone : 641-673-2173 Email : stevensde@wmpenn.edu Debbie Stevens	Y	0
39	WOI5 3903 Westown Parkway West Des Moines, Iowa 50266 Phone : 515-457-9645 Url : <a href="http://www.weareiowa.com">http://www.weareiowa.com</a> Teresa Chafa Manual Posting	N	8
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>77</b>

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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	11/10/2016	Participation in events or programs sponsored by educational institutions	Meteorologist gave a talk and tour to Dallas Center Grimes High School Science class that was on a field trip.	1	Meteorologist
2	11/14/2016	Participation in other activities designed by the station employment unit	Meteorologist gave a talk and tour to meteorology class of students from Des Moines Area Community College.	1	Meteorologist
3	11/16/2016	Participation in other activities designed by the station employment unit	Meteorologist gave a talk and tour to meteorology students at Des Moines Area Community College.	1	Meteorologist
4	4/5/2017	Participation in other activities designed by the station employment unit	Meteorologist gave a talk and tour of the station to a broadcast meteorology class from Des Moines Area Community College.	1	Meteorologist
5	5/8/2017	Establishment of an intern program designed to assist members of the community	<p>We have established an internship program to assist students in the community to acquire skills needed for broadcast employment.</p> <p>Internships are offered to college Juniors and Seniors and are counted as class credits.</p> <p>Interns joined our team during the Fall, Winter, Spring and Summer terms.</p> <p>Interns came to us from the following colleges and universities and a high school to work program::            Central College            Drake University            Iowa State University            Waukee High School</p>	4	News Director Chief Photographer Assignment Editor Reporter
6	9/21/2017	Participation in other activities designed by the station employment unit	Director of Broadcast Operations gave a talk to a Video Production Class at Des Moines Area Community College	1	Director of Broadcast Operations

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7	9/26/2017	Participation in Job Fairs	Iowa State University Jump-Start Internship & Networking Fair Greenlee School of Journalism and Communication 111 Hamilton Hall, Ames, Iowa Great Hall of the ISU Memorial Union September 26, 2017 Noon - 4:00PM	2	News Director Digital Manager