

WQRF EEO PUBLIC FILE REPORT

August 1, 2020 - July 31, 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
Multi-Media Journalist	2-3, 5-9	5
Multi-Media Account Executive	2-3, 6-9	7
Multi-Media Account Executive	2-3, 6-9	3
Local Sales Manager	2-3, 5-9	7
Multi-Media Account Executive	2-3, 6-9	7
Morning News Producer	2-3, 5-9	5
News Director	2-3, 6-9	7
Multi Media Journalist	1-3, 5-9	5
Production Assistant Full Time/Evenings	2-4, 6-9	4

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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	CareerBuilder.com	N	1
2	Illinois Broadcasting Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org Debra Gray	N	0
3	Indeed.com/www.indeed.com 177 Broad St 6th Floor Stanford, Connecticut 6901 Phone : 800-406-8190 John Drosos Manual Posting	N	3
4	Internal Promotion	N	1
5	Linked In	N	11
6	mystateline.com 1917 N. Meridian Rd Rockford Rockford, Illinois 61101 Phone : 815-968-6985 Url : http://www.mystateline.com Bonnie Cook Manual Posting	N	0
7	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
8	TV Jobs.com P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
9	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

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			29

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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	8/1/2020	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 the Illinois Broadcasters Association, a media/trade organization with a broad based membership, including the participation of women and minorities.	1	HR Administrator
2	8/17/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated at Rock Valley College he spoke about Writing for Multimedia.	1	News Anchor
3	11/16/2020	Participation in Job Fairs	The Station participated at the Rock Valley College/Rockford University Career/Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry	1	Chief Engineer
4	1/11/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Rock Valley College. He spoke about Broadcast Performance	1	News Anchor
5	2/24/2021	Participation in Job Fairs	The Station participated at the Rock Valley College/Rockford University Career/Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry	1	Chief Engineer
6	5/24/2021	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 operations, including news, production, sports and weather. The Station hosted one (1) intern from Western Illinois University, one (1) intern from Rock Valley College, during the 2021 Summer Semester	1	News Director
7	7/14/2021	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	6	Chief Engineer News Director Director of Sales Creative Services Director

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8	7/16/2021	Participation in events sponsored by community groups	Station personnel attended Lunch With A Leader sponsored by Rockford Chamber of Commerce, which was held in Rockford, Illinois at PURI School of Business. During the event, she spoke about her background and education and day to day of working in the newsroom.	1	Assistant News Director / Anchor