

# WHBF-TV/KGCW-TV 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Producer & Digital MMJ	1-5, 7-14, 16-24, 27-35, 37-43, 45-58	24
Digital Multimedia Journalist	1-5, 7-14, 16-23, 25, 27-35, 37-43, 45-58	25
Morning News Anchor	1-4, 7-14, 16-18, 20-23, 28-30, 32-36, 38-43, 45-47, 49, 51-56, 58	36
Account Executive	1-5, 7-24, 27-29, 31-43, 45-58	36
News Producer	2-3, 7, 9-13, 20-23, 29-30, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	30
Multimedia Journalist	2-3, 7, 9-13, 20-23, 29-30, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	30
Multimedia Journalist	2-3, 7, 9-13, 20-23, 29-30, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	35
News Producer	2-3, 7, 9-13, 20-23, 29-30, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	30

The following recruiting sources confirmed they no longer want to receive job vacancy notifications or did not respond to the SEU and have been dropped as of 8/3/2020:

- \*Recruiting Source # 1 - American Broadcasting School
- \*Recruiting Source #3 - Art Institute of Colorado
- \*Recruiting Source #5 - Boston College
- \*Recruiting Source #7 & 8 - Brown Mackie College and Bryan University
- \*Recruiting Source #12 - Clarke University
- \*Recruiting Source #15 - Commissions on the Status of African Americans
- \*Recruiting Source #18 - Eastern Illinois University
- \*Recruiting Source #20, 21, & 22 - EPICS (External Programs Internships & Career Services); George Washington Carver Association and Hamilton Technical College
- \*Recruiting Source #35 - Iowa Wesleyan College
- \*Recruiting Source #54 - Southern IL University
- \*Recruiting Source #59 - Truman State University
- \*Recruiting Source #66 - University of Northern Iowa
- \*Recruiting Source #68 - University of Wisconsin - Platteville
- \*Recruiting Source #70 & 71 - Vincennes University and Wartburg College
- \*Recruiting Source #73 - Winona State University

These recruitment sources also did not respond and were removed from the list as of 8/17/2020:

- \*Purdue Global University
- \*Central College
- \*Leadership Institute

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Sales/LL Assistant	2-3, 7, 9-13, 15, 20-24, 29, 32-35, 38-41, 43-44, 46-47, 49, 51, 55, 58	24
Sales Account Executive	2-3, 7, 9-13, 20-24, 26, 29, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	24
Sales Account Executive	2-3, 7, 9-13, 15, 20-24, 29, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	24
Producer	2-3, 7, 9-13, 20-25, 29, 32-35, 38-41, 43-44, 47, 49, 51, 55, 58	25
Multimedia Journalist	2-3, 6-7, 9-13, 20-24, 29-30, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	30
Local Lifestyle Producer/Host	2-3, 7, 9-13, 20-23, 25, 29, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	25
News Producer	2-3, 7, 9-13, 20-23, 29-30, 32-35, 38-41, 43, 46-47, 49, 51, 55, 58	30
Multimedia Journalist	2-3, 7, 9-13, 20-24, 26, 29-30, 32-35, 38-41, 43, 47, 49, 51, 55, 58	30

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Director	2-3, 7, 9-13, 20-23, 26, 29, 32-36, 38-41, 43, 47, 49, 51, 55, 58	36
Broadcast Engineer	2-3, 7, 9-13, 20-23, 25-26, 29, 32-35, 38-41, 43, 47, 49, 51, 55, 58	25
Production Assistant (FT)	2-3, 7, 9-13, 20-23, 25-26, 29, 32-35, 38-41, 43-44, 47, 49, 51, 55, 58	25

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	American Broadcasting School 712 N Watson Rd, Ste 200 Arlington, Texas 76016 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell  Prong 2 Ended Date: 8/3/2020	N	0
2	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7339 Email : lisalater@augustana.edu Lisa Slater	Y	0
3	Bradley University 1501 W Bradley Ave Smith Career Center Peoria, Illinois 61625 Phone : 309-677-2510 Email : jlberry@bradley.edu Jean Berry	Y	0
4	Bryan University 2360 Hamptn Ave St Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Don Golaszewski  Prong 2 Ended Date: 8/3/2020	N	0
5	Buena Vista University 610 W 4th St Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvuu.edu Brenda Dodge	N	0
6	CareerBuilder.com	N	1
7	CCNMA:Latino Journalists of California 727 W 27th St Room 201 USC Annenberg School of Communication and Journalism Los Angeles, California 90007 Phone : 213-821-0075 Email : ccnmainfo@ccnma.org Career Services	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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8	Clarke University 1550 Clarke Drive Counseling & Career Services Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Laurie Mihm  Prong 2 Ended Date: 8/3/2020	N	0
9	Clinton Community College 1000 Lincoln Blvd Clinton, Iowa 52732 Phone : 563-244-7012 Email : rschadt@eicc.edu Robert Schadt	N	0
10	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-494-4555 Email : bille@michaelsmedia.com Michael Bille	Y	0
11	Commissions on the Status of African Americans 312 E 12th St Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-281-3274 Email : kim.cheeks@iowa.gov Kim Cheeks  Prong 2 Ended Date: 8/3/2020	N	0
12	Davenport Civil Rights 226 W 4th Street Davenport, Iowa 52801 Phone : 563-326-7888 Beth Bodilla Manual Posting	Y	0
13	Davenport NAACP PO Box 3661 Davenport, Iowa 52808 Phone : 563-579-8378 Email : naacprob@gmail.com Robert Jackson	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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14	Eastern Illinois University 600 Lincoln 1301 HSC Charleston, Illinois 61920 Phone : 217-581-2412 Email : afreeswilliams@eiu.edu Bobbi Kingery  Prong 2 Ended Date: 8/3/2020	N	0
15	Employee Referral	N	3
16	EPICS (External Programs Internships & Career Services) 70 Arts Circle Evanston, Illinois 60208 Phone : 847-467-0270 Email : epics@northwestern.edu Career Services  Prong 2 Ended Date: 8/3/2020	N	0
17	George Washington Carver Association 710 Percy Baker Junior Ave Peoria, Illinois 61605 Phone : 309-839-0722 Ken Hinton  Prong 2 Ended Date: 8/3/2020	N	0
18	Hamilton Technical College 1011 E 53rd St Davenport, Iowa 52807 Phone : 563-386-3570 Email : lkilmer@hamiltontechcollege.com Laura Kilmer  Prong 2 Ended Date: 8/3/2020	N	0
19	Hawkeye Community College 1501 E Orange Rd Waterloo, Iowa 50704 Phone : 319-296-4297 Email : careerservices@hawkeyecollege.edu Kate Childers	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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20	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Email : dgray@ilba.org Debra Gray  Prong 2 Ended Date: 8/3/2020	N	0
21	Illinois Dept of Employment Security 500 42nd Street Suite 1 Rock Island, Illinois 61201 Phone : 309-794-3588 Email : sarah.gustafson@illinois.gov Fax : 1-309-794-3669 Sarah Gustafson	Y	0
22	Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	Y	0
23	Illinois News Broadcasters Association 815 Long Rd Job File Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
24	Indeed.com	N	16
25	Internal Promotion	N	5
26	Iowa Broadcasters 102 N. 2nd Ave E Newton , Iowa 50208 Phone : 515-224-7237 Email : info@iowabroadcasters.com Elizabeth Harris	N	0
27	Iowa Lakes Community College 300 S 18th Street Esterville, Iowa 51334 Phone : 712-362-7914 Bob Pritchard	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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28	Iowa Wesleyan College 601 N Main Street Mount Pleasant, Iowa 52641 Phone : 319-385-6256 Email : traci.bender@iw.edu Traci Bender  Prong 2 Ended Date: 8/3/2020	N	0
29	Iowa Workforce Development 902 W Kimberly Rd Suite 51 Davenport, Iowa 52806 Phone : 563-445-3200 Email : mark.holloway@iwd.iowa.gov Mark Holloway	Y	0
30	Linked In	N	23
31	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Email : sarray@mediainstitute.edu Susan Array	N	0
32	MediaLineTalent 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Email : medialine@medialine.com Rick Iler	Y	0
33	Medill School of Journalism 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-467-6213 Email : b-stewart@northwestern.edu Beverley Stewart	N	0
34	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : arin@nljga.org Arin Jayes	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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35	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
36	Nexstar's Facebook Page	N	5
37	North Dakota State College 800 6th St N Wahpeton, North Dakota 58076 Phone : 701-671-2258 Email : kijia.homes@ndscs.edu Kijia Homes	N	0
38	Northwestern University 620 Lincoln St Career Services Dept Evanston, Illinois 60208 Phone : 847-491-3700 Email : recruit@northwestern.edu Career Services	N	0
39	OurQuadCities.com 231 18th Street Rock Island, Illinois 61201 Phone : 309-786-5441 Email : pgilbert@whbf.com Patty Gilbert	N	0
40	Scott Community College 500 Belmont Rd Room 3103 Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
41	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Scott Jones	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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42	Southern IL University 1263 Lincoln Dr Career Services Dept Carbondale, Illinois 62901 Phone : 618-453-1045 Email : careerservices@siu.edu Douglas Reichenberger  Prong 2 Ended Date: 8/3/2020	N	0
43	St. Ambrose University 518 W Locust St Davenport, Iowa 52806 Phone : 563-333-6340 Angela Wolfe Manual Posting	N	0
44	Station's Facebook Page	N	8
45	Truman State University 100 E Normal Kirksville, Missouri 63501 Phone : 660-785-4353 Email : careers@truman.edu Tessa Prewitt  Prong 2 Ended Date: 8/3/2020	N	0
46	TV Jobs P O Box 4116 Oceanside, California 92052 Job Board Manual Posting	N	0
47	United Neighbors 808 N Harrison St Davenport, Iowa 52803 Phone : 563-322-7363 Email : imj62@aol.com Ida Johnson	N	0
48	University of Dubuque 2000 University Ave Dubuque, Iowa 52001 Phone : 563-589-3128 Email : career@dbq.edu Amy Baus	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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49	University of Missouri Missouri School of Journalism 201 Student Success Center Columbia, Missouri 65203 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
50	University of Northern Iowa 1227 West 27th St 102 Gilchrist Hall Career Services Cedar Falls, Iowa 50614 Phone : 319-273-6857 Email : careerservices@uni.edu Shannon Seehase	N	0
51	University of Northern Iowa 326 Lang Hall Dept of Communication Studies Cedar Falls, Iowa 50614 Phone : 319-273-6118 Email : martinc@uni.edu Christopher Martin  Prong 2 Ended Date: 8/3/2020	N	0
52	University of Wisconsin - Madison 5115 Vilas Hall 821 University Ave Madison, Wisconsin 53706 Phone : 608-262-3690 Url : https://journalism.wisc.edu/ Email : info@journalism.wisc.edu Angela Stone Pamela Garcia Rivera	N	0
53	University of Wisconsin - Platteville 1 University Plaza 0200 Ullsvik Hall Platteville, Wisconsin 53818 Phone : 608-342-1183 Email : williaje@uwplatt.edu Jennifer Williamson  Prong 2 Ended Date: 8/3/2020	N	0
54	Wartburg College 100 Wartburg Blvd Career Services Dept Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Derek Solheim  Prong 2 Ended Date: 8/3/2020	N	0

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

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55	Western Illinois University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-2888 Email : wg-hoon@wiu.edu William Hoon	N	0
56	Winona State University PO Box 5838 Maxwell 314 Winona, Minnesota 55987 Phone : 507-457-5878 Email : career@winona.edu Career Services  Prong 2 Ended Date: 8/3/2020	N	0
57	Winthrop University 701 Oakland Ave Johnson Hall J-213 Rock Hill, South Carolina 29733 Phone : 803-323-4529 Email : nortzm@winthrop.edu Mark Nortz	N	0
58	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>62</b>

**WHBF-TV/KGCW-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2020 - July 31, 2021**

**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	2/21/2021	Participation in Job Fairs	32nd Annual Virtual CareerFest. Includes 18 small private liberal arts colleges within Illinois combined and fine local institutions.	3	LSM News Director BA
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	SEU has established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.  SEU hosted one (1) intern, from Augustana College during the 2020-2021 Winter semester.	1	
3	6/29/2021	Provision of training to management	SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussion regarding proper dissemination of job vacancy information, document retention and hiring procedures.	11	GM DOS Production Manager Chief Engineer
4	7/29/2021	Participation in job banks, internet programs and other programs designed to promote outreach	Virtual Detroit Career Fair Recruiting qualified candidates across the U.S. actively seeking employment in the Broadcast Field	5	Olsen Poindexter Smith Jaster