

**KCAU**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

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	1-4, 6-35	15
Account Executive	1-8, 10-35	5
Anchor	1-8, 10-35	14
Account Executive	1-8, 10-35	20
Account Executive	1-8, 10-35	5
Digital Content Producer	1-8, 10-35	5
Digital Content Producer	1-8, 10-35	5
MMJ/ Weekend Anchor	1-8, 10-35	14
Digital MMJ	1-8, 10-35	14
Producer	1-8, 10-35	5
Account Executive	1-8, 10-35	5
Meteorologist	1-8, 10-35	26
Producer	1-8, 10-18, 20-31, 33-35	20
Digital Content Producer	1-8, 10-35	5

- Recruitment Source #9 Iowa College Recruiting Network – unsubscribed 10/4/19 to job postings
- Recruitment Source #32 Vocational Rehabilitation (Nebraska) – unsubscribed 9/3/20 to all job postings.

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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	1
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	35
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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## 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
8	Iowa Broadcasters News Association PO Box 153 Oskaloosa, Iowa 52577 Phone : 319-230-8988 Email : <a href="mailto:ibna@ibna.org">ibna@ibna.org</a> Jeff Stein	N	0
9	Iowa College Recruiting Network * 10 Merrill Park Circle Suite B Grinnell, Iowa 50112 Phone : 515-867-6890 Email : <a href="mailto:valorie.larsson@recruitowagrad.com">valorie.larsson@recruitowagrad.com</a> Valorie Larsson  Prong 2 Ended Date: 10/4/2019	N	0
10	Iowa State University 1320 Gardin Business Bldg Ames, Iowa 50111 Phone : 515-294-2542 Meredith Williams Manual Posting	N	0
11	Iowa Vocational Rehabilitation 217 West 5th Street Spencer, Iowa 51301 Phone : 712-262-5816 Email : <a href="mailto:Michelle.Kreffit@iowa.gov">Michelle.Kreffit@iowa.gov</a> Michelle Krefft	Y	0
12	Iowa Works of Greater Siouxland 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Email : <a href="mailto:anne.hernandez@iwd.iowa.gov">anne.hernandez@iwd.iowa.gov</a> Anne Hernandez	Y	0
13	IowaJobs.com 801 Bluff Street Dubuque, Iowa 52001 Phone : 800-553-4801 Email : <a href="mailto:jonathan.murad@iwd.iowa.gov">jonathan.murad@iwd.iowa.gov</a> Workforce Development	N	0

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14	KCAU Job board, website, internal 5993 Gordon Dr Sioux City, Iowa 51106 Phone : 712-224-6726 Email : jcollins@kcautv.com Jill Collins	N	10
15	Medialine.com PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : jobs@medialinetalent.com Mark Shilstone	N	1
16	Midwest Regional Emmys 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray Manual Posting	N	0
17	Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712-274-5254 Email : hays@morningside.edu Stacie Hayes	N	0
18	Native American Journalist Association 395 W Lindsey Norman, Oklahoma 73019 Phone : 405-325-9008 Email : rebeccalandsberry@naja.com Rebecca Landsberry	Y	0
19	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
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Northeast Community College PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Terry Heggemeyer Manual Posting	N	0
22	Northwestern College of Iowa 208 8th St. SW Orange City, Iowa 51041 Phone : 712-707-7225 Email : cdc@nwciowa.edu Bill Minnick	N	0
23	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
24	South Dakota Department of Labor 504 River Drive, City Hall N. Sioux City, South Dakota 57049 Phone : 605-242-5445 Email : brad.henrich@state.sd.us Brad Henrich	Y	0
25	St. Cloud State University 720 4th Ave S St Cloud , Minnesota 56301 Phone : 320-308-2899 Michelle Schmitz Manual Posting	N	0
26	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Broadcast Employment Manual Posting	N	1
27	University of Iowa 100 Pomerantz Center Suite C310 Iowa City, Iowa 52242 Phone : 319-335-1023 Allan Boettger Manual Posting	N	0

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28	University of Nebraska - Kearney 2504 9th Ave Kearney, Nebraska 68849 Phone : 308-865-8501 Amy Rundstrom Manual Posting	N	0
29	University of Nebraska at Omaha 6001 Dodge St. EAB 211 Omaha, Nebraska 68182 Phone : 402-554-3672 Cathy Pettid Manual Posting	N	0
30	University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-8864 Carly Heard Manual Posting	N	0
31	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	1
32	Vocational Rehabilitation Services * 901 W. 21st St. South Sioux City, Nebraska 68776 Phone : 402-494-2265 Email : lisa.mitchell@nebraska.gov Lucas Mann  Prong 2 Ended Date: 9/3/2020	N	0
33	Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting	N	0

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<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>
34	Western Iowa Tech Community College 4647 Stone Ave Sioux City, Iowa 51106 Phone : 712-274-6400 Chris Mansfield Manual Posting	N	0
35	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</b>			<b>62</b>

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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	10/1/2019	Participation in job banks, internet programs and other programs designed to promote outreach	The Station participates in various job banks by providing financial and management assistance, including the Iowa Broadcasters Association and the MW Regional Emmys.	4	General Manager Operations Manager News Director Office Manager
2	10/28/2019	Participation in Job Fairs	The Station participated at the University of South Dakota Career Fair. Station personnel met with potential job applicants.	2	News Director Operations Manager
3	11/21/2019	Participation in Job Fairs	The Station participated at the Iowa Works of Greater Siouxland Career Fair and Western Iowa Tech Community College. Station personnel met with potential applicants.	6	Operations Manager News Director General Manager General Sales Manager
4	2/3/2020	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 three (3) interns, from Western Iowa Community College during the 2020 Spring Semester.	2	Operations Manager General Manager
5	2/4/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers at the Morningside College career services students career day event. They spoke about careers decisions and job requirements.	5	General Manager Operations Manager News Director General Sales Manager
6	8/27/2020	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 three (3) students from Morningside College.	2	News Director Operations Manager