

WQRF
EEO PUBLIC FILE REPORT
August 1, 2021 - July 31, 2022

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
Digital Producer	1-2, 5-8	2
Digital Producer	1-2, 5-8	2
Digital Producer	1-2, 5-8	6
Weekend Meteorologist/Photojournalist	1-2, 5-8	6
Multi Media Journalist	1-2, 5-8	2
Broadcasting Engineer/Maintenance Technician	1-3, 5-8	3
Newscast Producer	1-3, 5-8	3
Multi-Media Account Executive	1-2, 5-8	6
News Photographer	1-2, 5-8	6
News Producer	1-2, 5-8	2
Production Assistant Part Time	1-2, 5-8	2
Production Assistant Full Time/Evenings	1-2, 5-8	5
Multi-Media Account Executive	1-2, 5-8	6
Lifestyle Show Media Producer	1-2, 5-8	2
Production Assistant Part-Time Evenings	1-2, 5-8	6
Multi-Media Journalist	1-2, 4-8	4
News Anchor	1-3, 5-8	3
Reporter/Multi-Media Journalist	1-2, 4-8	6
Weekend & Special Projects Producer	1-2, 4-8	2
News Photographer/Editor	1-2, 4-8	4
News Producer	1-2, 4-8	6
Weekend Morning Anchor/Reporter	1-3, 5-8	3
News Editor/Photographer	1-8	3
Sports Anchor / Reporter	1-2, 4-8	6
Newscast Director	1-2, 5-8	6

Nexstar did not actively distribute job vacancy notices to Linked In. However, said source reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Meteorologist/MMJ	1-2, 5-8	6
Digital Sales Manager	1-2, 5-8	6
News Director	1-3, 5-8	3
Reporter / Anchor	1-2, 4-8	6
Multi-Media Account Executive	1-2, 5-8	6
News Photographer	1-2, 5-8	2
Sales Assistant	1-2, 5-8	6

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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	Illinois Broadcasting Association 200 Missouri Avenue Carterville, Illinois 62918 Phone : 618-985-5555 Email : iba@ilba.org Debra Gray	N	0
2	Indeed.com/www.indeed.com 177 Broad St 6th Floor Stanford, Connecticut 6901 Phone : 800-406-8190 John Drosos Manual Posting	N	20
3	Internal Promotion	N	6
4	Linked In	N	15
5	mystateline.com 1917 N. Meridian Rd Rockford Rockford, Illinois 61101 Phone : 815-968-6985 Url : http://www.mystateline.com Bonnie Cook Manual Posting	N	1
6	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	55
7	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
8	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 PERIOD:			97

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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	8/1/2021	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	8/16/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated at Rock Valley College. He spoke about Writing for Multimedia and career decisions and job requirements.	1	News Anchor
3	9/15/2021	Participation in events or programs sponsored by educational institutions	The Station participated as a speaker at Northern Illinois University. He spoke about career decisions and job requirements.	1	News Director
4	9/16/2021	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
5	10/18/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at UW-Whitewater. He spoke about career decisions and job requirements.	1	News Director
6	12/2/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Wisconsin - River Falls for the Communication and Media Seminar. He spoke about career decisions and job requirements.	1	News Director
7	12/2/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the University of Wisconsin - River Falls. He spoke about career decisions and job requirements	1	News Director
8	12/9/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Western Illinois University. He spoke about career decisions and job requirements	1	News Director
9	12/10/2021	Participation in Job Fairs	The Station participated at the UW-Madison Virtual Advertising & Communications Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director

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10	1/24/2022	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 Northern Illinois University, one (1) during the 2022 Winter Semester.	1	News Director
11	1/24/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Guilford Highschool. She spoke about career decisions and job requirements in broadcasting and the news industry.	1	Assistant News Director / Anchor
12	2/16/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Rockford East High School. She spoke about career decisions and job requirements.	1	Assistant News Director / Anchor
13	2/17/2022	Participation in Job Fairs	The Station participated at the UW-Madison virtual job fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry	1	News Director
14	4/7/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated at Glenbrook North. He spoke about career decisions and job requirements.	1	Anchor / Sports Anchor
15	7/12/2022	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	General Manager Director of Sales Creative Services Director News Director