

KDLO-TV, KELO-TV, KPLO-TV
EEO PUBLIC FILE REPORT
December 1, 2019 - November 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Anchor/Reporter	1, 3-4, 6-7, 10-17, 19-30	20
News Producer	1, 3-4, 6-7, 9-17, 19-30	9
Meteorologist	1, 3-4, 6-7, 10-17, 19-30	20
Broadcast/IT Engineer	1, 6-7, 11-17, 19-20, 23, 26-27, 29-30	20
Intern-News	1, 5-7, 11-17, 19-20, 23, 26-27, 29-30	5
Newscast Director & Master Control Operator	1, 6-7, 11-17, 19-20, 23, 26-27, 29-30	20
Local Sales Assistant	1, 6-8, 11-20, 23, 26-27, 29-30	8
Master Control Operator	1, 6-7, 11-17, 19-20, 23, 26-27, 29-30	17
Marketing Strategist	1, 5-8, 11-17, 19-20, 23, 26-27, 29-30	5
Associate Producer	1, 6-7, 11-17, 19-20, 23, 26-27, 29-30	11
News Producer	1, 6-7, 9, 11-17, 19-20, 23, 26-27, 29-30	9
News Anchor	1, 6-7, 11-17, 19-20, 23, 26-27, 29-30	17
Marketing Strategist-Account Executive	1-2, 6-8, 11-20, 23, 26-27, 29-30	18
General Sales Manager	1, 5-8, 11-17, 19-20, 23, 26-27, 29-30	11
Digital Producer	1, 5-8, 11-20, 23, 26-27, 29-30	11
Morning News Anchor	1, 6-7, 11-17, 19-20, 23, 26-27, 29-30	11
Technical Media Operator-Master Control	1, 5-8, 11-17, 19-20, 23, 26-27, 29-30	5

*Sources 3 and 4 were removed from the MRS� as of 12/1/2019.

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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	Broadcast Education Association 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : (202) 602-0584 Url : http://www.beaweb.org/wp/ Heather Birks Manual Posting	N	0
2	CareerBuilder.com	N	2
3	Dakota Wesleyan University 1200 W University Ave Mitchell, South Dakota 57301 Phone : 605-995-2931 Email : kristy.zink@dwu.edu Kristy Zink	N	0
4	Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6057 Email : cdc@dordt.edu Sarah Moss	N	0
5	Employee Referral	N	4
6	GetGrads.com (South Dakota Association of College Career Centers) P O Box388 Wall, South Dakota 57790 Phone : 605-279-2654 Url : http://getgrads.com/post.htm Mary Williams Manual Posting	N	0
7	Handshake Online Sioux Falls, South Dakota 57104 Url : joinhandshake.com Post Online Manual Posting	N	0
8	Indeed.com	N	8
9	Internal Promotion	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Iowa State University 3810 Beardshear Hall Ames, Iowa 50011-2033 Phone : 515-294-2270 Url : https://cyhire.iastate.edu/employers/ Career Services Manual Posting	N	0
11	KELO-TV Internal Posting 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	16
12	KELO-TV iPad App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
13	KELO-TV Mobile App 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
14	KELO-TV on-air 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
15	KELOLAND Facebook 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0
16	KELOLAND Twitter 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Lisa Blankers Manual Posting	N	0

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17	KELOLAND.com 501 S. Phillips Ave Sioux Falls, South Dakota 57104 Phone : 605-336-1100 Url : http://www.kelolandemployment.com/ Lisa Blankers Manual Posting	N	13
18	Linked In	N	5
19	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Rich Everitt Prong 2 Ended Date: 12/9/2019	N	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	8
21	Northwest Iowa Community College 603 W Park St Sheldon, Iowa 51201 Phone : 712-324-5061 Email : jobs@nwicc.edu Sheila Van Engen	N	0
22	Northwestern College 101 7th St SW Orange City, Iowa Phone : 712-707-7225 Email : cdc@nwciowa.edu Elizabeth Hanna Pitts	N	0
23	SD Department of Labor 700 Governors Drive Pierre, South Dakota Phone : 605-773-3101 Url : http://www.sdjobs.org/ Marcia Hultman Manual Posting	N	0

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24	Sinte Gleska University 101 Antelope Cir Mission, South Dakota 57555 Phone : 605-856-8100 Email : maxine.bordeaux@sintegleska.edu Maxine Bordeaux	N	0
25	Sisseton Whapeton Community College 12572 BIA Hwy 700 Sisseton, South Dakota 57262 Phone : 605-698-3966 Email : webmaster@swc.tc Webmaster webmaster	N	0
26	South Dakota Broadcasters Association 106 W Capitol Ave # 7 Pierre, South Dakota 57501 Phone : 605-224-1034 Email : marla@willardandassociates.com Marla Willard	N	0
27	South Dakota Department of Veterans Affairs 425 E. Capitol Avenue Pierre, South Dakota 57501 Phone : 605-773-3269 Url : http://vetaffairs.sd.gov/ Email : Audry.Ricketts@state.sd.us Audry Ricketts	N	0
28	Southwest Minnesota State University 1501 State St Marshall, Minnesota 56258 Phone : 507-537-6221 Email : careers@smsu.edu Lori Engebretson	N	0
29	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark C. Holloway Prong 2 Ended Date: 12/9/2019	N	0

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30	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:			58

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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	2/25/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of South Dakota. He spoke about career decisions and job requirements.	1	Reporter
2	5/12/2020	Hosting of Job Fair	The SEU hosted the Spring 2020 KELOLAND Career Expo. The SEU provided financial, administrative, and advertising resources. The SEU was able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry via virtually.	3	General Sales Manager Promotions Director Station Business Manager
3	8/18/2020	Hosting of Job Fair	The SEU hosted the Spring 2020 KELOLAND Career Expo. The SEU provided financial, administrative, and advertising resources. The SEU was able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	2	Local Sales Manager General Sales Manager
4	10/29/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of South Dakota. He spoke about career decisions and job requirements.	1	Promotions Director
5	10/30/2020	Hosting of Job Fair	The SEU hosted the Fall 2020 KELOLAND Career Expo. The SEU provided financial, administrative, and advertising resources. The SEU was able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	3	General Sales Manager Local Sales Manager News Director