

WMBD-TV
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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
Photographer/Multimedia Journalist	1-14, 18-29	18
Weekend Meteorologist	1-15, 19-29	15
News Photographer	1-15, 19-29	15
National Sales Assistant	1-15, 19-29	23
Digital Media Account Executive	1-14, 19-29	27
Multimedia Account Executive	1-15, 18-29	24
Multimedia Account Executive	1-15, 18-29	23
Newscast Director	1-14, 19-29	28
MMJ/Photographer	1-15, 18-29	23
Director of Sales	1-14, 16, 19-29	16
Creative Services Producer	1-14, 19-29	23
News Photographer/MMJ	1-14, 17, 19-29	23
Digital Content Producer	1-3, 5-15, 17-20, 22-29	15
Multimedia Account Executive	1-3, 5-15, 17, 19-20, 22-29	28

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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	Air Force Recruiting Office 35020 W. Willow Nolls Peoria, Illinois 61614 Email : franklin.ewing@us.af.mil Franklin Ewing	N	0
2	Bradley University Smith Career Center 1501 W. Bradley Ave Peoria, Illinois 61625 Email : jpsek@bradley.edu J pesek	N	0
3	Broadcast Employment Services P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	2
4	Columbia College 600 S. Michigan Ave. Chicago, Illinois 60605 Matt Green Manual Posting	N	0
5	DHS Office of Rehabilitation 2970 Court St. Pekin, Illinois 61554 Denise Baldwin Manual Posting	N	0
6	Eureka College 300 E. College Avenue Eureka, Illinois 61530 Phone : 309-467-6431 Url : https://www.eureka.edu/student-life/career-service Career Services Manual Posting	N	0
7	Friendship House 800 NE Madison Ave. Peoria, Illinois 61603 Roz Burger Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Goodwill Industries of Central Illinois 2319 E. War Memorial Dr. Peoria, Illinois 61614 Phone : 309-682-1113 Email : contact@goodwillpeo.org Johanna Wagner	N	0
9	Heartland Community College 1500 W. Raab Rd. Normal, Illinois 61761 Phone : 309-268-8034 Career Connections Manual Posting	N	0
10	Illinois Broadcasters Association 200 Missouri Ave Cartersville, Illinois 62918 Phone : 217-793-2636 Url : http://www.ilba.org Email : iba@ilba.org Job Bank	N	0
11	Illinois Central College One College Dr. East Peoria, Illinois 61611 Dawn Gries Manual Posting	N	0
12	Illinois Department of Employment Security 406 Elm Street Peoria, Illinois 61605 Vince Knight Manual Posting	N	0
13	Illinois News Broadcasters Association #1 Univerisity Circle Macomb, Illinois 61455 Url : http://www.inba.net Email : BoRoWMAQ@aol.com Bob Roberts	N	0
14	Illinois State University Campus Box 2520 Normal, Illinois 61790-2520 career center Manual Posting	N	0
15	Indeed.com	N	9
16	Internal Promotion	N	1

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17	Lincoln College 300 Keokuk St. Lincoln, Illinois 62656 Phone : 217-735-7288 Email : jmalone@lincolncollege.edu John Malone	N	0
18	Linked In	N	4
19	Midstate College 411 W. Northmoor Peoria, Illinois 61614 Phone : 309-692-4092 Rhonda Urban Manual Posting	N	0
20	NAACP 101 MacArthur Highway Peoria, Illinois 61605 Email : marcus.washington@me.com Marcus Washington	N	0
21	Navy Recruiting Station 3508 W. Willow Nolls Peoria, Illinois 61614 Jake Hathcock Manual Posting	N	0
22	Navy Recruiting Station 3508 W. Willow Nolls Peoria, Illinois 61614 Email : daniel.przybylinski@navy.mil Daniel Przybylinski	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	18
24	School of Communications-ISU 2525 Career Center Bloomington, Illinois 61790 Phone : 309-438-7780 Email : rcarro3@ilstu.edu Bob Carroll	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Southern Illinois University Edwardsville 0281 Student Success Center Box 1620 Edwardsville, Illinois 62025 Email : csmolar@siue.edu Carrie Smolar	N	1
26	Western Illinois University Memoria Hall 125 1 University Circle Macomb, Illinois 61455 Url : http://www.wiu.edu/employment/ Email : careers@wiu.edu Career Services	N	0
27	WMBD-TV 3131 N. University St. Peoria, Illinois 61604 Phone : 309-686-9401 Url : http://www.ciproud.com Sandra De Sutter Manual Posting	N	4
28	www.ciproud.com 3131 N. University St. Peoria, Illinois 61604 Phone : 309-686-9401 Url : http://www.ciproud.com Sandra De Sutter Manual Posting	N	6
29	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			46

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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	11/9/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated at a Job Shadowing event sponsored by Bradley University. This event provided students with an opportunity to gain practical experience developing clients in the broadcast industry.	2	Account Executive Local Sales Manager
2	11/14/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated at a Job Shadowing event sponsored by Bradley University. This event provided students with an opportunity to gain practical experience developing clients in the broadcast industry.	2	Account Executive Local Sales Manager
3	11/16/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated at a Job Shadowing event sponsored by Bradley University. This event provided students with an opportunity to gain practical experience developing clients in the broadcast industry.	2	Account Executive Local Sales Manager
4	11/30/2018	Participation in events or programs sponsored by educational institutions	Station personnel participated at a Job Shadowing event sponsored by Bradley University. This event provided students with an opportunity to gain practical experience developing clients in the broadcast industry.	2	Account Executive Local Sales Manager
5	12/18/2018	Participation in job banks, internet programs and other programs designed to promote outreach	The Station regularly disseminates job vacancy notices to various job banks such as Illinois Department of Employment Security, NAACP, DHS Office of Rehabilitation, and Military Organizations which have a broad-based membership, including participation of women and minorities.	1	HR
6	1/1/2019	Listing of each upper-level category opening in a job bank or newsletter	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
7	2/21/2019	Participation in Job Fairs	Station personnel at the Bradley University Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	3	HR Local Sales Manager Assistant News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	2/26/2019	Participation in Job Fairs	Station personnel participated at the Illinois State University Career Fair. Station personnel were able to meet with students and alumni to discuss vacancies at the Station and in the broadcasting industry.	3	HR News Director Creative Services Director
9	5/1/2019	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 Illinois Central College during the 2018 Summer Semester; two (2) interns from Illinois Central College and Illinois State University during the 2019 Spring Semester and one (1) intern from Bradley University during the 2019 Summer Semester.	3	Sports Director News Director Assistant News Director
10	6/19/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated at the ICC Upward Bound Program, a job shadowing program that provides financially challenged high school students with an opportunity to gain practical experience in broadcast station operations, including news, production, sports and weather.	2	News Director Assistant News Director