

WMBD-TV
EEO PUBLIC FILE REPORT
August 1, 2019 - July 31, 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
Digital Multimedia Journalist/Photographer	1-24	14
Morning Meteorologist	1-24	19
Master Control Operator-Full time	1-24	22
Evening News Anchor	1-24	19
News Photographer/MMJ	1-3, 7, 9, 12-13, 15, 17-24	19
Morning Reporter	1-3, 7, 9, 12-13, 15, 17-24	22
Multimedia Account Executive	1-3, 7, 9, 12-13, 15, 17, 19-24	23
Broadcast Maintenance Engineer	1-3, 7, 9, 12-13, 15, 17-24	23
Digital Media Account Executive	1-3, 7, 9, 12-13, 15, 17-24	19
News Photographer/MMJ	1-3, 7, 9, 12-13, 15, 17, 19-24	19
Multimedia Account Executive	1-3, 7, 9, 12-13, 15, 17, 19-24	19
Newscast Director	1-3, 7, 9, 12-13, 15, 17, 19-24	13
Multimedia Account Executive	1-3, 7, 9, 12-13, 15, 17, 19-24	22
Sales Assistant	1-3, 7, 9, 12-13, 15, 17, 19-24	23
Creative Services Producer	1-3, 7, 9, 12-13, 15, 17, 19-24	2
News Producer	1-3, 7, 9, 12-13, 15, 17, 19-24	23
Assistant News Director	1-3, 7, 9, 12-13, 15, 17, 19-24	22
News Producer	1-3, 7, 9, 12-13, 15, 17, 19-24	22
Digital Content Executive Producer	1-3, 7, 9, 12-13, 15, 17, 19-24	13
News Producer	1-3, 7, 9, 12-13, 15, 17, 19-24	22
Multimedia Account Executive	1-3, 7, 9, 12-13, 15, 17, 19-24	19

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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 : jlberry@bradley.edu Jean Berry	N	2
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	0
4	DHS Office of Rehabilitation 2970 Court St. Pekin, Illinois 61554 Denise Baldwin Manual Posting	N	0
5	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
6	Friendship House 800 NE Madison Ave. Peoria, Illinois 61603 Roz Burger Manual Posting	N	0
7	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

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8	Heartland Community College 1500 W. Raab Rd. Normal, Illinois 61761 Phone : 309-268-8034 Career Connections Manual Posting	N	0
9	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
10	Illinois Central College One College Dr. East Peoria, Illinois 61611 Dawn Gries Manual Posting	N	1
11	Illinois Department of Employment Security 406 Elm Street Peoria, Illinois 61605 Vince Knight Manual Posting	N	0
12	Illinois News Broadcasters Association #1 Univerisity Circle Macomb, Illinois 61455 Url : http://www.inba.net Email : BoRoWMAQ@aol.com Bob Roberts	N	0
13	Illinois State University 2525 Career Center Bloomington, Illinois 61790 Phone : 309-438-7780 Email : rcarro3@ilstu.edu Bob Carroll	N	6
14	Illinois State University Campus Box 2520 Normal, Illinois 61790-2520 career center Manual Posting	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
15	Lincoln College 300 Keokuk St. Lincoln, Illinois 62656 Phone : 217-735-7288 Email : jmalone@lincolncollege.edu John Malone	N	0
16	Midstate College 411 W. Northmoor Peoria, Illinois 61614 Phone : 309-692-4092 Rhonda Urban Manual Posting	N	0
17	NAACP 101 MacArthur Highway Peoria, Illinois 61605 Email : marcus.washington@me.com Marcus Washington	N	0
18	Navy Recruiting Station 3508 W. Willow Nolls Peoria, Illinois 61614 Email : daniel.przbylinski@navy.mil Daniel Przybylinski	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	22
20	Southern Illinois University Edwardsville 0281 Student Success Center Box 1620 Edwardsville, Illinois 62025 Email : csmolar@siue.edu Carrie Smolar	N	1
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	WMBD-TV 3131 N. University St. Peoria, Illinois 61604 Phone : 309-686-9401 Url : http://www.ciproud.com Sandra De Sutter Manual Posting	N	9
23	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	9
24	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:			52

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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	8/1/2019	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 NAACP, Illinois Broadcasters Association, and Military Organizations which have a broad-based membership, including participation of women and minorities.	2	News Director HR
2	8/1/2019	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 two (2) interns from Illinois State University and Bradley University during the 2019 Fall Semester; Two (2) interns from Illinois State University 2020 Summer Semester.	3	Sports Director News Director Assistant News Director
3	9/19/2019	Participation in Job Fairs	Station personnel participated at the Bradley University Career Fair. Station personnel were able to meet with students and alumni to discuss vacancies at the Station and in the broadcasting industry.	2	HR News Director
4	2/18/2020	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.	2	HR News Director
5	2/20/2020	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.	2	HR News Director