

# WMBD 2021 - 2022 Annual EEO Public File Report

## 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
Weekend Anchor/Reporter	1-15	13
Reporter	1-15	13
Vice President & General Manager	1-15	13
Commercial Sales Producer	1-15	13
Digital News Reporter	1-15	13
Newscast Director	1-15	13
Photographer/Multimedia Journalist	1-15	13
News Director	1-15	10
Multimedia Account Executive	1-15	2
Master Control Operator	1-15	13
Producer I, News	1-15	14
Supervising Engineer	1-15	14
Photographer/Multimedia Journalist	1-15	10
Weekend Sports Anchor	1-15	10
News Producer	1-15	10
Digital Producer	1-15	13

# WMBD 2021 - 2022 Annual EEO Public File Report

## EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

### 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
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	1
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	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
5	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
6	Illinois News Broadcasters Association #1 Univerisity Circle Macomb, Illinois 61455 Url : http://www.inba.net Email : BoRoWMAQ@aol.com Bob Roberts	N	0
7	Illinois State University 2525 Career Center Bloomington, Illinois 61790 Phone : 309-438-7780 Email : rcarro3@ilstu.edu Bob Carroll	N	0

# WMBD 2021 - 2022 Annual EEO Public File Report

## EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

### 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
8	Lincoln College 300 Keokuk St. Lincoln, Illinois 62656 Phone : 217-735-7288 Email : jmalone@lincolncollege.edu John Malone	N	0
9	NAACP 101 MacArthur Highway Peoria, Illinois 61605 Email : marcus.washington@me.com Marcus Washington	N	0
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12
11	Southern Illinois University Edwardsville 0281 Student Success Center Box 1620 Edwardsville, Illinois 62025 Email : csmolar@siue.edu Carrie Smolar	N	0
12	Western Illinois University Memoria Hall 125 1 University Circle Macomb, Illinois 61455 Url : <a href="http://www.wiu.edu/employment/">http://www.wiu.edu/employment/</a> Email : <a href="mailto:careers@wiu.edu">careers@wiu.edu</a> Career Services	N	1
13	WMBD-TV 3131 N. University St. Peoria, Illinois 61604 Phone : 309-686-9401 Url : <a href="http://www.ciproud.com">http://www.ciproud.com</a> Sandra De Sutter Manual Posting	N	21
14	<a href="http://www.ciproud.com">www.ciproud.com</a> 3131 N. University St. Peoria, Illinois 61604 Phone : 309-686-9401 Url : <a href="http://www.ciproud.com">http://www.ciproud.com</a> Sandra De Sutter Manual Posting	N	2

# WMBD 2021 - 2022 Annual EEO Public File Report

## EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

### 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
15	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>37</b>

# WMBD 2021 - 2022 Annual EEO Public File Report

## EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	9/1/2021	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The Station hosted one (1) intern from Illinois State University during the 2021 Fall Semester</p>	2	Sports Director VP/GM
2	9/14/2021	Participation in Job Fairs	The station participated in the Fall Bradley University Virtual Career Fair. The personnel were able to meet with students over Handshake to discuss vacancies and job requirements for both the Station and in the broadcasting industry.	4	News Director Creative Services Director Chief Engineer Digital Media Manager
3	10/5/2021	Participation in Job Fairs	The station participated in the Fall Western University Virtual Career Fair. The personnel were able to meet with students over Handshake to discuss vacancies and job requirements for both the Station and and in the broadcasting industry.	4	News Director Creative Services Director Director of Sales Digital Media Manager
4	11/22/2021	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
5	2/15/2022	Participation in Job Fairs	The station participated in the Spring Bradley University Virtual Career Fair. The personnel were able to meet with students over Handshake to discuss vacancies and job requirements for both the station and in the broadcasting industry.	4	VP/GM Chief Engineer Creative Services Director Director of Sales
6	3/9/2022	Participation in Job Fairs	The station participated in the Spring Western University Virtual /In-Person Career Fair. The personnel were able to meet with students over Handshake & in -person to discuss vacancies and job requirements for both the Station and in the broadcasting industry.	4	VP/GM Chief Engineer Creative Services Director Director of Sales

# WMBD 2021 - 2022 Annual EEO Public File Report

## EEO PUBLIC FILE REPORT

August 1, 2021 - July 31, 2022

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	4/7/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Illinois Valley Central High School's College and Career Fair. She spoke about career decisions and job requirements.	1	Anchor
8	4/28/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as a judge at the SkillsUSA Illinois State Leadership & Skill Conference 2022, allowing junior/senior high school students to receive feedback on their presentation. She discussed vacancies and job requirements for both the station and in the broadcasting industry.	1	Anchor
9	7/12/2022	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	8	VP/GM News Director Director of Sales Local Sales Manager