

WMBD-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
Reporter Open Date: 8/1/2017 Hire Date: 9/11/2017	1-10, 12-17, 23-28, 30-34	7
News Producer Open Date: 8/15/2017 Hire Date: 8/20/2017	1-6, 8-17, 19, 23, 25-28, 30-34	19
Morning Co-Anchor Open Date: 10/20/2017 Hire Date: 3/14/2018	1-18, 23, 25-28, 30-35	28
Morning Co-Anchor Open Date: 10/20/2017 Hire Date: 10/25/2017	1-18, 23, 25-28, 30-35	18
Sales Assistant Open Date: 12/5/2017 Hire Date: 1/8/2018	2-6, 8-18, 23, 25-28, 30-35	33
Multimedia Sales Account Executive Open Date: 12/5/2017 Hire Date: 6/11/2018	2-6, 8-17, 19, 23, 25-35	19
Digital Media Account Executive Open Date: 12/6/2017 Hire Date: 2/19/2018	2-6, 8-17, 22-23, 25-35	22
Lifestyle Show Host Open Date: 1/11/2018 Hire Date: 2/28/2018	2-18, 23, 25-28, 30-35	7
Weekend Anchor/Reporter Open Date: 1/18/2018 Hire Date: 3/7/2018	2-6, 8-18, 23, 25-28, 30-35	28
News Producer Open Date: 2/14/2018 Hire Date: 7/9/2018	2-6, 8-11, 13-17, 19, 23, 25-28, 30-35	19
News Producer Open Date: 2/14/2018 Hire Date: 3/19/2018	2-6, 8-18, 22-23, 25-28, 30-35	18
News Producer Open Date: 2/14/2018 Hire Date: 4/23/2018	2-6, 8-18, 22-23, 25-28, 30-35	32

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I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter Open Date: 2/14/2018 Hire Date: 6/4/2018	2-18, 21, 23, 25-28, 30-35	18
Reporter Open Date: 2/14/2018 Hire Date: 4/3/2018	2-18, 21, 23, 25-28, 30-35	7
Web/Social Media Producer Open Date: 4/25/2018 Hire Date: 7/16/2018	2-6, 8-11, 13-19, 22-23, 25-28, 30-35	19
Photographer/Multimedia Journalist Open Date: 4/25/2018 Hire Date: 6/1/2018	2-6, 8-11, 13-19, 22-23, 25-28, 30-35	19
Multimedia Account Executive Open Date: 7/2/2018 Hire Date: 7/26/2018	2-6, 8-11, 13-17, 20, 23, 25-28, 30-35	20

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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 : cristopher.creamer@us.af.mil Chris Creamer	N	0
2	Air Force Recruiting Office 35020 W. Willow Nolls Peoria, Illinois 61614 Email : franklin.ewing@us.af.mil Franklin Ewing	N	0
3	Bradley University Smith Career Center 1501 W. Bradley Ave Peoria, Illinois 61625 Email : jpesek@bradley.edu J pesek	N	1
4	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
5	Columbia College 600 S. Michigan Ave. Chicago, Illinois 60605 Matt Green Manual Posting	N	0
6	DHS Office of Rehabilitation 2970 Court St. Pekin, Illinois 61554 Denise Baldwin Manual Posting	N	0
7	Employee Referral	N	4
8	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

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9	Friendship House 800 NE Madison Ave. Peoria, Illinois 61603 Roz Burger Manual Posting	N	0
10	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
11	Heartland Community College 1500 W. Raab Rd. Normal, Illinois 61761 career services Manual Posting	N	0
12	Hire Heroes-USA 1360 Union Hill Road Building 2, Suite A Alpharetta, Georgia 30004 Phone : 678-785-3265 Url : www.hireheroesusa.com Email : jobboard@hireheroesusa.org Job Board	N	0
13	Illinois Broadcasters Association 200 Missouri Ave Cartersville, Illinois 62918 Phone : 217-793-2636 Url : http://www.ilba.org Job Bank Manual Posting	N	0
14	Illinois Central College One College Dr. East Peoria, Illinois 61611 Dawn Gries Manual Posting	N	0
15	Illinois Department of Employment Security 406 Elm Street Peoria, Illinois 61605 Vince Knight 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
16	Illinois News Broadcasters Association #1 Univerisity Circle Macomb, Illinois 61455 Url : http://www.inba.net Email : BoRoWMAQ@aol.com Bob Roberts	N	0
17	Illinois State University Campus Box 2520 Normal, Illinois 61790-2520 career center Manual Posting	N	0
18	Indeed.com	N	10
19	Internal Promotion	N	5
20	Intracompany Transfer	N	1
21	Job Fair	N	1
22	Linked In	N	4
23	Midstate College 411 W. Northmoor Peoria, Illinois 61614 Phone : 309-692-4092 Url : http://www.midstate.edu Career Services Manual Posting	N	0
24	Monster	N	1
25	NAACP 101 MacArthur Highway Peoria, Illinois 61605 Email : marcus.washington@me.com Marcus Washington	N	0
26	Navy Recruiting Station 3508 W. Willow Nolls Peoria, Illinois 61614 Jake Hathcock Manual Posting	N	0
27	Navy Recruiting Station 3508 W. Willow Nolls Peoria, Illinois 61614 Email : daniel.przbylinski@navy.mil Daniel Przybylinski	N	0

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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
28	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
29	Re-hire	N	2
30	School of Communications-ISU 2525 Career Center Bloomington, Illinois 61790 Phone : 309-438-7780 Email : rcarro3@ilstu.edu Bob Carroll	N	1
31	Southern Illinois University Edwardsville 0281 Student Success Center Box 1620 Edwardsville, Illinois 62025 Email : csmolar@siue.edu Carrie Smolar	N	0
32	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	3
33	WMBD-TV 3131 N. University St. Peoria, Illinois 61604 Phone : 309-686-9401 Url : http://www.ciproud.com Sandra De Sutter Manual Posting	N	1
34	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	1

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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
35	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:			43

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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	9/11/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Station regularly submits all available positions to Local Job Banks such as Illinois Department of Employment Security, Illinois Broadcaster's Association, NAACP-Peoria Chapter, Goodwill Industries of Central Illinois, Peoria Friendship House both online and through mailings.	1	HR Contact
2	9/14/2017	Participation in Job Fairs	The Station participated in the Bradley University Fall Career Fair. Station personnel were able to meet with students and alumni and discuss vacancies and internships at the Station and in the broadcasting industry.	2	HR Contact News Director
3	10/3/2017	Participation in Job Fairs	Station participated in Illinois State University Fall Career Fair Bloomington, IL . Station personnel were able to meet with both students and alumni to present available job opportunities and internships for attendees. This fair was attended by students and alumni of both Illinois State University and Illinois Wesleyan University.	2	HR Contact News Director
4	2/15/2018	Participation in Job Fairs	The Station participated in the Bradley University Spring Career Fair. Station personnel were able to meet with students and alumni and discuss vacancies and internships at the Station and in the broadcasting industry.	2	HR Contact Assistant News Director
5	2/20/2018	Participation in Job Fairs	Station participated in Illinois State University Spring Career Fair Bloomington, IL . Station personnel were able to meet with both students and alumni to present available job opportunities and internships for attendees. This fair was attended by students and alumni of both Illinois State University and Illinois Wesleyan University.	3	HR Contact News Director Creative Services Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	3/1/2018	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 three (3) interns, from Illinois State University and Bradley University Spring 2018 Semesters; two (2) interns, from Illinois State University Summer 2018 Semester.</p>	3	News Director Assistant News Director Sports Director
7	7/24/2018	Listing of each upper-level category opening in a job bank or newsletter	The Station coordinates with NAACP-Peoria Chapter (a non-profit organization that ensures the political, educational, social, and economic equality of all citizens), in an effort to post all job vacancies including all upper level category openings.	1	HR Contact