

KCAU
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 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 |
|--------------------------|--|-----------------------|
| Anchor - Morning | 1-33 | 13 |
| Digital Content Producer | 1-33 | 19 |
| Weekend Meteorologist * | 1-29, 31-33 | 19 |
| Multi Media Journalist | 1-29, 31-33 | 19 |
| Producer | 1-29, 31-33 | 5 |
| Sports Director | 1-29, 31-33 | 19 |
| Account Executive | 1-29, 31-33 | 19 |
| Commercial Producer ** | 1-7, 9-29, 31-33 | 19 |
| News Director | 1-29, 31-33 | 19 |
| Assignment Editor | 1-29, 31-33 | 19 |
| Digital Producer | 1-29, 31-33 | 19 |
| Camera Operator | 1-29, 31-33 | 19 |
| Producer | 1-29, 31-33 | 19 |

*R S #30/University of South Dakota-Journalism Dept – Unsubscribed 10/2/21

** R S#8/Iowa Broadcasters News Association - contact email address has been updated.

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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 |
|-----------|---|---|--|
| 1 | Briar Cliff University 3303 Rebecca Street Sioux City, Iowa 51104 Phone : 712-279-5455 Joshua Cobbsd Manual Posting | N | 0 |
| 2 | Buena Vista University 610 W Fourth Street Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : career@bvu.edu Zoey Breese | N | 0 |
| 3 | Columbia College 600 Michigan Ave Chicago, Illinois 60605 Phone : 312-344-7280 Email : dmatthews@colum.edu Dirk Matthews | N | 0 |
| 4 | Dordt College 498 4th Ave NE Sioux Center, Iowa 51250 Phone : 712-722-6078 Email : cdc@dordt.edu Brandon Huisema | N | 0 |
| 5 | Indeed.com 470 West Ave Suite 2002 Stamford, Connecticut 6902 Phone : 800-475-4361 Customer Service Manual Posting | N | 16 |
| 6 | Indian Hills Community College 626 Indian Hills Dr Bldg 14 Ottumwa, Iowa 52501 Phone : 641-683-5215 Alison Hite Manual Posting | N | 0 |
| 7 | Iowa Broadcasters Association PO Box 71186 Des Moines, Iowa 50325 Phone : 515-224-7237 Sue Toma Manual Posting | N | 0 |

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|-----------|---|---|--|
| 8 | Iowa Broadcasters News Association PO Box 153 Oskaloosa, Iowa 52577 Phone : 319-230-8988 Email : iowabroadcastnewsassoc@gmail.com Jeff Stein | N | 0 |
| 9 | Iowa State University 1320 Gardin Business Bldg Ames, Iowa 50111 Phone : 515-294-2542 Meredith Williams Manual Posting | N | 0 |
| 10 | Iowa Vocational Rehabilitation 217 West 5th Street Spencer, Iowa 51301 Phone : 712-262-5816 Email : Michelle.Kreffft@iowa.gov Michelle Krefft | N | 0 |
| 11 | Iowa Works of Greater Siouxland 2508 4th Street Sioux City, Iowa 51101 Phone : 712-233-9030 Email : anne.hernandez@iwd.iowa.gov Anne Hernandez | N | 1 |
| 12 | IowaJobs.com 801 Bluff Street Dubuque, Iowa 52001 Phone : 800-553-4801 Email : jonathan.murad@iwd.iowa.gov Workforce Development | N | 0 |
| 13 | KCAU Job board, website, internal 5993 Gordon Dr Sioux City, Iowa 51106 Phone : 712-224-6726 Email : jcollins@kcautv.com Jill Collins | N | 2 |
| 14 | Midwest Regional Emmys 7319 Hunters Run Eden Prairie, Minnesota 55346 Phone : 952-381-7494 JJ Murray Manual Posting | N | 0 |

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|-----------|---|---|--|
| 15 | Morningside College 1501 Morningside Ave Sioux City, Iowa 51106 Phone : 712-274-5254 Email : hays@morningside.edu Stacie Hayes | N | 0 |
| 16 | Native American Journalist Association 395 W Lindsey Norman, Oklahoma 73019 Phone : 405-325-9008 Email : rebeccalandsberry@naja.com Rebecca Landsberry | N | 0 |
| 17 | Nebraska Department of Labor 105E Norfolk Ave Suite 100 Norfolk, Nebraska 68701 Phone : 402-370-4418 Email : Becky.Maggart@nebraska.gov Becky Maggart | N | 0 |
| 18 | Newsblues.com 1181 Walnut Terrace Formerly Medialine.com changed 1/31/22 Boca Raton , Florida 33486 Phone : 610-659-8583 Email : stephanie@reelmediagroup.com Stephanie Tsoflias Siegel | 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 | 24 |
| 20 | Northeast Community College PO Box 469 Norfolk, Nebraska 68701 Phone : 402-844-7263 Terry Heggemeyer Manual Posting | N | 0 |

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|-----------|--|---|--|
| 21 | Northwestern College of Iowa 208 8th St. SW Orange City, Iowa 51041 Phone : 712-707-7225 Email : cdc@nwcsiowa.edu Bill Minnick | N | 0 |
| 22 | Office on the Status of African Americans Dept of Human Rights/ Lucas State Office Bldg 321 E 12th Street Des Moines, Iowa 50310 Phone : 515-281-3274 Email : kim.cheeks@iowa.gov Kim Cheeks | N | 0 |
| 23 | South Dakota Department of Labor 504 River Drive, City Hall N. Sioux City, South Dakota 57049 Phone : 605-242-5445 Email : mckenna.kutz@state.sd.us McKenna Kutz | N | 0 |
| 24 | St. Cloud State University 720 4th Ave S St Cloud , Minnesota 56301 Phone : 320-308-2899 Michelle Schmitz Manual Posting | N | 0 |
| 25 | TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Broadcast Employment Manual Posting | N | 0 |
| 26 | University of Iowa 100 Pomerantz Center Suite C310 Iowa City, Iowa 52242 Phone : 319-335-1023 Allan Boettger Manual Posting | N | 0 |

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|-----------|--|---|--|
| 27 | University of Nebraska - Kearney 2504 9th Ave Kearney, Nebraska 68849 Phone : 308-865-8501 Amy Rundstrom Manual Posting | N | 0 |
| 28 | University of Nebraska at Omaha 6001 Dodge St. EAB 211 Omaha, Nebraska 68182 Phone : 402-554-3672 Cathy Pettid Manual Posting | N | 0 |
| 29 | University of South Dakota 414 E. Clark Vermillion, South Dakota 57069 Phone : 605-677-8864 Carly Heard Manual Posting | N | 3 |
| 30 | University of South Dakota - Journalism Dept 414 East Clark St Vermillion , South Dakota 57069 Phone : 605-677-5478 Email : Michelle.VanMaanen@usd.edu Michelle VanMaanen | N | 0 |
| 31 | Wayne State College 1111 Main Street Wayne, Nebraska 68787 Phone : 402-375-7425 Jason Barelman Manual Posting | N | 0 |
| 32 | Western Iowa Tech Community College 4647 Stone Ave Sioux City, Iowa 51106 Phone : 712-274-6400 Chris Mansfield Manual Posting | N | 2 |

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|--|---|--|---|
| 33 | 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 | | | 48 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participant | Participant Title |
|---|-------------|---|---|------------------------------------|---|
| 1 | 10/1/2021 | Participation in job banks, internet programs and other programs designed to promote outreach | The Station regularly disseminates job vacancy notices, including upper-level positions, to Iowa Works of Greater Siouxland, and to the Iowa Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities. | 5 | General Manager Operations Manager News Director News Director |
| 2 | 10/11/2021 | Participation in events or programs sponsored by educational institutions | The Station has an established job shadow program that allows students to gain practical experience in all areas of our operation, including news, production, sports and weather. During the reporting term, the Station hosted one (1) student from Western Iowa Tech Community College and one (1) from Wayne State College and three (3) student from Sgt Bluff Community School District. | 2 | Operations Mgr Anchor News Director |
| 3 | 11/8/2021 | Participation in Job Fairs | The Station participated at the University of South Dakota Media & Journalism Department Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry. | 1 | News Director |
| 4 | 1/5/2022 | Participation in events or programs sponsored by educational institutions | Station personnel participated as guest speakers at Western Iowa Tech Community College. They spoke about career decisions and job requirements for a Career in Broadcasting. | 2 | Operations Mgr News Director |
| 5 | 3/23/2022 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a panel with Woodbury Central High School to discuss the operations of television sales, digital sales and marketing. They spoke about job qualifications and career opportunities at the station and within the broadcast industry. | 2 | Local Sales Manager Accoun |
| 6 | 4/26/2022 | Participation in Job Fairs | The station participated at the West High School Career Fair. The personnel met with potential job applicants and discussed vacancies at the Station and in the broadcasting | 5 | General Manager News Director Chief Engineer Office Manager |

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|----|-------------|--|---|------------------------------------|--|
| 7 | 4/26/2022 | Participation in events or programs sponsored by educational institutions | Station personnel participated as a panel speaker at North High School. He spoke about career decisions and job requirements. | 1 | Account Executive |
| 8 | 5/16/2022 | 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 operation, including news, production, sports and weather. The Station hosted one (1) inter from Western Iowa Technical College during the 2022 Spring Semester. | 1 | News Director |
| 9 | 8/1/2022 | Establishment of a mentoring program | The Station has an established mentoring program designated to allow employees to gain knowledge and skill that would enable them to further their career. During the current reporting term, there were two participants. | 2 | Operations Mgr News Director |
| 10 | 9/13/2022 | 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 dissemination of job vacancy information, document retention and hiring procedures. | 8 | General Manager General Sales Manager Local Sales Manager News Director |