

**WDAF-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 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")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|-----------------------------------|--|-----------------------|
| News Director                     | 1-2, 4-5, 8-9, 13-19, 21, 24, 28-36                | 5                     |
| Meteorologist/Reporter            | 1-2, 4, 8-9, 13-19, 21-22, 24-25, 28-36            | 22                    |
| Digital Sales Coordinator         | 9-10, 20   | 10                    |
| Reporter                          | 3, 5, 10, 12, 20                                   | 10                    |
| Producer/Editor, Sports           | 5, 12, 20  | 12                    |
| Account Executive                 | 5, 20  | 5                     |
| Account Executive                 | 3, 5, 20   | 5                     |
| Anchor/Reporter                   | 9, 11-12, 20                                       | 9                     |
| Receptionist I                    | 3, 9, 12, 20                                       | 9                     |
| Automotive Sales Specialist       | 5, 9, 12, 20                                       | 9                     |
| Photographer                      | 1-2, 4-9, 12-21, 23, 25-27, 30-31, 33-36           | 12                    |
| Assignment Editor                 | 1-2, 4-8, 13-21, 23, 25-27, 30-31, 33-36           | 20                    |
| Photographer                      | 1-2, 4-8, 12-21, 23, 25-27, 30-31, 33,<br>35-36    | 5                     |
| Reporter III                      | 1-2, 4-8, 11-21, 23, 25-27, 30-31, 33-36           | 5                     |
| Anchor III, News                  | 2, 4-8, 11, 13-21, 23, 25-27, 30-31, 33,<br>35-36  | 5                     |
| Producer 1, Digital               | 1-2, 4, 6-8, 12-21, 23, 25-27, 30-31, 33-<br>36    | 12                    |
| Reporter I, Multimedia Journalist | 2, 4-8, 12-21, 23, 25-27, 30-31, 33, 35-<br>36     | 12                    |
| Managing Editor                   | 5, 9, 12, 20                                       | 12                    |

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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         | American Women in Radio and TV<br>8405 Greensboro Dr Suite 800<br>McLean, Virginia 22102<br>Email : info@awrt.org<br>Fax : 1-703-506-3266<br>Melissa Lowe            | N   | 0  |
| 2         | Benedictine College<br>1020 North Second St<br>Atchison, Kansas 66002<br>Email : kmcdowell@benedictine.edu<br>Leah Blair   | N   | 0  |
| 3         | CareerBuilder.com  | N   | 3  |
| 4         | College of the Ozarks<br>PO Box 17 Career Development Center<br>Point Lookout, Missouri 65726<br>Email : career@cofo.edu<br>Fax : 1-417-690-3246<br>Ron Martin       | N   | 0  |
| 5         | Employee Referral  | N   | 27   |
| 6         | FOX 4 Website fox4kc.com<br>3030 Summit<br>Kansas City, Missouri 64108<br>Phone : 816-932-9249<br>Url : http://fox4kc.com<br>Michelle Pekarsky<br>Manual Posting     | N   | 0  |
| 7         | Haskell Indian National University<br>155 Indian Ave Career Planning & Placement<br>Lawrence, Kansas 66046<br>Email : pgrantorosco@haskell.edu<br>Patty Grant-Orosco | N   | 0  |
| 8         | Hispanic Chamber of Commerce<br>1600 Baltimore Ave Suite 250<br>Kansas City, Missouri 64108<br>Fax : 1-816-472-1252<br>Jason Meneses                                 | N   | 0  |
| 9         | Indeed<br>7501 N. Capital of Texas Hwy Bldg B<br>Austin, Texas 78731<br>Phone : 203-564-2418<br>Url : http://www.indeed.com<br>Online Posting                        | N   | 9  |

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|------------------|--|--|---|
| 10               | Internal Promotion   | N  | 2   |
| 11               | Intracompany Transfer  | N  | 3   |
| 12               | Linked In  | N  | 17  |
| 13               | Mid America Nazarene University<br>2030 E College Way<br>Olathe, Kansas 66062<br>Email : bbatten@mnu.edu<br>Billie Batten  | N  | 0   |
| 14               | Missouri Career Center Kansas City-South<br>1740 Paseo<br>Kansas City, Missouri 64134<br>Phone : 816-471-2330<br>Email : rbehrmann@feckc.org<br>Rohina Behrmann                  | N  | 0   |
| 15               | Missouri Western State University<br>4525 Downs Dr Career Develop SS/C202<br>St. Joseph, Missouri 64507<br>Email : garlinger@missouriwestern.edu<br>Linda Garlinger              | N  | 0   |
| 16               | NATAS Mid-America<br>3655 Olive<br>St. Louis, Missouri 63108<br>Phone : 314-533-2993<br>Email : maggie@emmymid-america.org<br>Maggie Eubanks                                     | N  | 0   |
| 17               | National Assn. of Hispanic Journalists<br>1193 National Press Bldg<br>Washington, District of Columbia 20045<br>Email : nahj@nahj.org<br>Fax : 1-512-506-9989<br>Leticia Salazar | N  | 0   |
| 18               | National Association of Black College Broadcasters<br>PO Box 3191<br>Atlanta, Georgia 30326<br>Phone : 404-523-6136<br>Email : lojelks@aol.com<br>Lo Jelks                       | N  | 0   |

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|------------------|---|--|---|
| 19               | National Press Photographers Assn<br>3200 Croasdaile Dr Suite 306<br>Durham, North Carolina 27705<br>Phone : 919-383-7246<br>Email : smcgregor@nppa.org<br>Fax : 1-919-383-7261<br>Sarah McGregor | N  | 0   |
| 20               | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting   | N  | 2   |
| 21               | Northwest Missouri State University<br>800 University Dr<br>Maryville, Missouri 64468<br>Email : career@nwmissouri.edu<br>Career Services   | N  | 0   |
| 22               | Other Source  | N  | 1   |
| 23               | Spots N Dots<br>167 Oakdale Rd<br>Johnson City, New York 13790<br>Dai Korba<br>Manual Posting   | N  | 0   |
| 24               | Talent Dynamics<br>600 Las Colinas Blvd Suite 100<br>Irving, Texas 75039<br>Fax : 1-214-951-9610<br>Career Services   | N  | 0   |
| 25               | Television Photography<br>227 6th Street NE<br>Washington, District of Columbia 20002<br>Email : support@b-roll.net<br>Kevin Johnson  | N  | 0   |
| 26               | The Call Newspaper<br>1715 E 18th St<br>Kansas City, Missouri 64108<br>Barbara Classified Dept<br>Manual Posting  | N  | 0   |

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|------------------|--|--|---|
| 27               | The Kansas City Star<br>1729 Grand<br>Kansas City, Missouri 64108<br>Stephanie Hamilton<br>Manual Posting  | N  | 0   |
| 28               | Tribune - Intranet/Career<br>435 N Michigan Ave<br>Chicago, Illinois 60611<br>Phone : 214-252-3485<br>Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a><br>Online Posting                      | N  | 1   |
| 29               | TribuneMediaCareers.com<br>435 N. Michigan Ave<br>Chicago, Illinois 60611<br>Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a><br>Online Posting   | N  | 1   |
| 30               | TVJobs.com<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a><br>Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a><br>Mark Holloway | N  | 1   |
| 31               | University of Central Missouri<br>Oak Hall<br>Warrensburg, Missouri 64093<br>Email : <a href="mailto:recruiter@ucmo.edu">recruiter@ucmo.edu</a><br>Recruiter Recruiter   | N  | 0   |
| 32               | University of Missouri-Kansas City<br>4825 Troost Room 205<br>Kansas City, Missouri 64110<br>Email : <a href="mailto:careerservices@umkc.edu">careerservices@umkc.edu</a><br>Candice Stice   | N  | 0   |
| 33               | University of Northern Iowa<br>326 Lang Hall<br>Cedar Falls, Iowa 50614<br>Email : <a href="mailto:careerservices@uni.edu">careerservices@uni.edu</a><br>Chris Martin  | N  | 0   |
| 34               | Urban League of Greater KC<br>1710 Paseo<br>Kansas City, Missouri 64108<br>Fax : 1-816-471-3064<br>Andrea Shelton  | N  | 0   |

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|--|---|--|---|
| 35   | William Jewell College<br>500 College Hill<br>Liberty, Missouri 64068<br>Phone : 816-415-5938<br>Email : careerdevelopment@william.jewell.edu<br>Fax : 1-816-415-5027<br>Marissa Bland                          | N  | 0   |
| 36   | www.mediagignow.com<br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |   |  | <b>67</b>   |

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**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 | 10/1/2019   | 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.<br><br>The Station hosted one intern from the University of Kansas during the 2019 Fall Semester. | 3                                   | Asistant News Director<br>Executive Producer<br>Sports Anchor |
| 2 | 10/9/2019   | Participation in events or programs sponsored by educational institutions      | Station personnel participated in a networking event at Johnson County Community College where they had an opportunity to connect with students to discuss careers in broadcasting.  | 1                                   | Reporter  |
| 3 | 10/24/2019  | Participation in Job Fairs   | The Station participated at the 2019 Fall Journalism Career Fair at the KU Journalism School. Station Personnel were able to meet with journalism students to discuss vacancies at the station and in the broadcasting industry.   | 1                                   | Asistant News Director  |
| 4 | 10/24/2019  | Participation in events or programs sponsored by educational institutions      | Station personnel participated as a speaker at the University of Kansas School of Journalism where they spoke about careers in broadcast journalism.   | 1                                   | Assistant News Director                                       |
| 5 | 11/5/2019   | Participation in events or programs sponsored by educational institutions      | Station personnel participated as a guest speaker at St. James Academy to speak to a Mass Media & Journalism class about careers in broadcast journalism.  | 1                                   | Reporter  |
| 6 | 1/10/2020   | Participation in Job Fairs   | The Station participated in the Kauffman Scholars J.I.V.E. Job Fair. Station personnel met with collegiate Kauffman Scholars and alumni to discuss vacancies at the station as well as other careers in the broadcasting industry.   | 1                                   | Asistant News Director  |
| 7 | 3/5/2020    | Participation in Job Fairs   | Station participated in KU School of Journalism 2020 Spring Journalism Career Fair. Personnel met with KU Journalism students to discuss station vacancies and various career opportunities in the Broadcast industry.   | 1                                   | Asistant News Director  |