

**WDAF-TV**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2020 - September 30, 2021**

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
Director III, Creative Services	1-2, 4-8, 11, 15-34	5
Digital Reporter	1-2, 4, 6-8, 12-13, 15-17, 19-34	13
Reporter III	2-8, 13, 15-17, 19-31, 33-34	5
Senior Promotions Producer	1-2, 4-9, 15-17, 19-34	9
Promotions Producer	2, 4, 6-9, 15-17, 19-24, 26-30, 32-34	9
Digital Producer	2, 4, 6-9, 13, 15-17, 19-30, 32-34	9
News Producer	2, 4, 6-8, 11, 13-17, 19-30, 32-34	11
News Photographer	2, 4, 6-10, 15-17, 19-30, 32-34	10
Digital Producer - Audience Acquisition	4, 6-8, 13-17, 19-30, 32-34	13
Digital Live Producer	4, 6-8, 10, 14-17, 19-30, 33-34	10
News Operations Manager	3-4, 6-8, 13-17, 19-30, 32-34	3
Account Executive III	4-8, 14-17, 19-30, 33-34	5
Account Executive III	4, 6-8, 13-17, 19-30, 33-34	13
Digital Investigative & Data Producer	4, 6-8, 13-17, 19-30, 32-34	13
Lifestyle Show Executive Producer	4, 6-8, 13-17, 19-30, 32-34	13
Lifestyle Show Host/Producer	4, 6-8, 11, 14-17, 19-30, 33-34	11
Local Sales Manager	4-8, 10, 13-17, 19-30, 32-34	10
News Producer	4, 6-8, 13-17, 19-30, 32-34	13
News Reporter	4, 6-10, 13-17, 19-30, 33-34	10
Multimedia Journalist Reporter	4, 6-8, 13-17, 19-30, 32-34	13
Promotions Producer	1, 4, 6-8, 13-17, 19-30, 32-34	13

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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 8405 Greensboro Dr Suite 800 McLean, Virginia 22102 Email : info@awrt.org Fax : 1-703-506-3266 Melissa Lowe	N	0
2	Benedictine College 1020 North Second St Atchison, Kansas 66002 Email : kmcdowell@benedictine.edu Leah Blair	N	0
3	CareerBuilder.com	N	2
4	College of the Ozarks PO Box 17 Career Development Center Point Lookout, Missouri 65726 Email : career@cofo.edu Fax : 1-417-690-3246 Jim Freeman	N	0
5	Employee Referral	N	10
6	FOX 4 Website fox4kc.com 3030 Summit Kansas City, Missouri 64108 Phone : 816-932-9249 Url : http://fox4kc.com Michelle Pekarsky Manual Posting	N	0
7	Haskell Indian National University 155 Indian Ave Career Planning & Placement Lawrence, Kansas 66046 Email : pgrantorosco@haskell.edu Patty Grant-Orosco	N	0
8	Hispanic Chamber of Commerce 1600 Baltimore Ave Suite 250 Kansas City, Missouri 64108 Fax : 1-816-472-1252 Jason Meneses	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	N	8
10	Internal Promotion	N	4
11	Intracompany Transfer	N	3
12	Kansas City Kansas Community College 7250 State Ave Kansas City, Kansas 66112 Email : <a href="mailto:lwyatt@kckcc.edu">lwyatt@kckcc.edu</a> Linda Wyatt	N	0
13	Linked In	N	25
14	Mid America Nazarene University 2030 E College Way Olathe, Kansas 66062 Email : <a href="mailto:bbatten@mnu.edu">bbatten@mnu.edu</a> Billie Batten	N	0
15	Missouri Broadcasters Association 1025 Northeast Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : <a href="mailto:tharper@mbaweb.org">tharper@mbaweb.org</a> Fax : 1-573-634-8258 Terry Harper	N	0
16	Missouri Career Center Kansas City-South 1740 Paseo Kansas City, Missouri 64134 Phone : 816-471-2330 Email : <a href="mailto:rbehrmann@feckc.org">rbehrmann@feckc.org</a> Rohina Behrmann	N	0
17	Missouri Western State University 4525 Downs Dr Career Develop SS/C202 St. Joseph, Missouri 64507 Email : <a href="mailto:garlinger@missouriwestern.edu">garlinger@missouriwestern.edu</a> Linda Garlinger	N	0

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18	Morgan State University C 224 Montebello Complex 1700 East Cold Spring Lane Baltimore, Maryland 21251-0001 Phone : 443-885-3505 Email : victoria.valentine@morgan.edu Victoria Valentine	N	0
19	NATAS Mid-America 3655 Olive St. Louis, Missouri 63108 Phone : 314-533-2993 Email : maggie@emmymid-america.org Maggie Eubanks	N	0
20	National Assn. of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045 Email : nahj@nahj.org Fax : 1-512-506-9989 Leticia Salazar	N	0
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	National Press Photographers Assn 3200 Croasdaile Dr Suite 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : smcgregor@nppa.org Fax : 1-919-383-7261 Sarah McGregor	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
24	Northwest Missouri State University 800 University Dr Maryville, Missouri 64468 Email : career@nwmissouri.edu Career Services	N	0
25	Spots N Dots 167 Oakdale Rd Johnson City, New York 13790 Dai Korba Manual Posting	N	0
26	Television Photography 227 6th Street NE Washington, District of Columbia 20002 Email : support@b-roll.net Kevin Johnson	N	0
27	The Call Newspaper 1715 E 18th St Kansas City, Missouri 64108 Barbara Classified Dept Manual Posting	N	0
28	The Kansas City Star 1729 Grand Kansas City, Missouri 64108 Stephanie Hamilton Manual Posting	N	0
29	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
30	University of Central Missouri Oak Hall Warrensburg, Missouri 64093 Email : recruiter@ucmo.edu Recruiter Recruiter	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
31	University of Northern Iowa 326 Lang Hall Cedar Falls, Iowa 50614 Email : careerservices@uni.edu Chris Martin	N	0
32	Urban League of Greater KC 1710 Paseo Kansas City, Missouri 64108 Fax : 1-816-471-3064 Andrea Shelton	N	0
33	William Jewell College 500 College Hill Liberty, Missouri 64068 Phone : 816-415-5938 Email : careerdevelopment@william.jewell.edu Fax : 1-816-415-5027 Marissa Bland	N	0
34	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>60</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	10/28/2020	Participation in Job Fairs	The Station participated in the University of Kansas Journalism School Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Assistant News Director
2	3/4/2021	Participation in Job Fairs	The Station participated at the University of Kansas Journalism School Job Fair. Station personnel were able to meet with students and discuss vacancies at the Station and in the broadcasting industry.	1	Assistant News Director
3	8/17/2021	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.	16	General Manager News Managers Sales & Promotions Managers Engineering Managers