

WHBF-TV/KGCW-TV

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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
Account Executive	2-20, 22-33, 35-36, 38-39, 41-44, 47-48, 50-62, 64, 66-79, 81-93	57
Morning News Anchor	2-20, 23-33, 35-36, 38-39, 41-42, 44, 47-48, 50-56, 58-62, 64, 66-93	76
Assignment Editor	2-20, 23-33, 35-39, 41-42, 44, 47-48, 50-56, 58-62, 64, 66-79, 81-93	37
Sales Assistant	2-16, 18-20, 22-24, 26-32, 35, 38-45, 47-49, 52-54, 56-61, 64, 67-71, 73-76, 78-93	57
Local Sales Manager	2-16, 18-20, 22-24, 26-32, 35, 38, 41-44, 47-48, 52-54, 56, 58-61, 64-65, 67-71, 73-76, 78-79, 81-93	65
Account Executive	2-11, 13-16, 18-20, 23-24, 26-32, 35, 38, 41-42, 44, 47-48, 52-54, 56, 58-61, 63-64, 67-71, 73-76, 78-79, 81-93	63
Sales Assistant	2-16, 18-20, 23-24, 26-33, 35, 38, 40-42, 44-45, 47-49, 52-54, 56, 58-61, 64, 67-71, 73-76, 78-93	33
Executive Producer	2-16, 18-20, 23-24, 26-32, 35, 38, 40-42, 44-45, 47-49, 52-54, 56, 58-61, 64, 67-71, 73-76, 78-93	61
Digital Marketing Service Account Executive	2-11, 13-16, 18-20, 22-24, 26-32, 35, 38, 41-44, 47-48, 52-54, 56, 58-61, 64, 67-71, 73-76, 78-79, 81-93	61
Account Executive	2-11, 13-16, 18-20, 23-24, 26-32, 35, 38, 41-42, 47-48, 52-54, 56-61, 67-71, 73-76, 78-79, 81-93	57
Account Executive	2-11, 13-16, 18-20, 22-24, 26-32, 34-35, 38, 41-43, 47-48, 52-54, 56, 58-61, 67-71, 73-76, 78-79, 81-93	34
Digital Coordinator	2-11, 13-16, 18-20, 23-24, 26-32, 35, 38, 41-42, 47-48, 52-54, 56-61, 67-71, 73-76, 78-79, 81-93	57
Assistant News Director	2, 4-9, 13, 15-16, 18, 20, 23-24, 26, 28, 30-31, 41, 52, 56, 63, 70, 75, 84-86, 88-89, 91, 93	63

WHBF-TV/KGCW-TV

EEO PUBLIC FILE REPORT

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Production Assistant (FT)	2-16, 18-20, 23-24, 26-32, 35, 38, 40-42, 45, 47-49, 52-54, 56-61, 64, 67-71, 73-76, 78-79, 81-93	57
News Producer	2-3, 5-11, 13-16, 18-20, 23-24, 26-32, 35, 37-38, 41-42, 47-49, 52-54, 56-61, 67-71, 73-76, 78-79, 81-93	37
Assignment Editor	2-3, 5-11, 13-16, 18-20, 23-24, 26-32, 35, 38, 41-42, 47-49, 52-54, 56-61, 63, 67-71, 73-76, 78-79, 81-93	63
Account Executive	2, 5, 7, 9-11, 13-16, 18-20, 23-24, 26-28, 30-32, 34, 38, 41-42, 47, 49, 52-54, 56, 58-59, 61, 67, 69-71, 75-76, 78-79, 82-86, 89-93	34
IT Systems Technician	2, 5, 7, 9-11, 13-16, 18-20, 23-24, 26-28, 30-32, 34, 38, 41, 46-47, 49, 52-54, 56, 58-59, 61, 67, 69-71, 75-76, 78-79, 82-86, 89-93	34
Sales Assistant	2, 5, 7, 9-11, 13-16, 18-20, 22-24, 26-28, 30-32, 38, 41, 47, 49, 52-54, 56, 58-59, 61, 67, 69-71, 75-76, 78-79, 82-86, 89-93	61
Director of Sales	1-2, 5, 7, 9-11, 13-16, 18-20, 23-24, 26-28, 30-32, 38, 41, 43, 47, 49, 52-54, 56, 58-59, 61, 67, 69-71, 75-76, 78-79, 82-86, 89-93	1
Digital Marketing Service Account Executive	2, 5, 7, 9-11, 13-16, 18-20, 23-24, 26-28, 30-32, 34, 38, 41, 47, 49, 52-54, 56, 58-59, 61, 67, 69-71, 75-76, 78-79, 82-86, 89-93	34
Multimedia Journalist	2, 5, 7, 9-11, 13-16, 18-20, 23-24, 26-28, 30-32, 38, 41, 47, 49, 52-54, 56-59, 61, 67, 69-71, 75-76, 78-79, 82-86, 89-93	57
Multimedia Journalist	2, 5, 7, 9-11, 13-16, 18-21, 23-24, 26-28, 30-32, 38, 41, 47, 49, 52-54, 56-59, 61, 67, 69-71, 75-76, 78-79, 82-86, 89-93	21

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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	Advertisement-Print	N	1
2	American Broadcasting School 712 N Watson Rd, Ste 200 Arlington, Texas 76016 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	Y	0
3	American University - Washington DC 4400 Massachusetts Ave NW 5th Floor, Butler Pavillion Washington, District of Columbia 20016 Phone : 202-885-1814 Maria Morck	N	0
4	Art Institute of Colorado 1200 Lincoln St Career Services Dept Denver, Colorado 80203 Phone : 303-824-2168 Email : ssaid@aii.edu Stacy Said	Y	0
5	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7339 Email : lisalater@augustana.edu Lisa Slater	Y	0
6	Boston College 38 Commonwealth Ave Southwell Hall Chestnut Hill, Massachusetts 2467 Phone : 617-552-4769 Joanne LaRosee	Y	0
7	Bradley University 1501 W Bradley Ave Smith Career Center Peoria, Illinois 61625 Phone : 309-677-2515 Email : jpesek@bradley.edu Janet Pesek	Y	0
8	Brown Mackie College 2119 E Kimberly Rd Bettendorf, Iowa 52722 Phone : 563-344-1519 Julie Richters	Y	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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9	Bryan University 2360 Hamptn Ave St Louis, Missouri 63139 Phone : 314-647-8181 Email : placement@broadcastcenterinfo.com Don Golaszewski	Y	0
10	Buena Vista University 610 W 4th St Storm Lake, Iowa 50588 Phone : 712-749-2440 Email : careerservices@bvu.edu Brenda Dodge	N	0
11	CCNMA:Latino Journalists of California 727 W 27th St Room 201 USC Annenberg School of Communication and Journalism Los Angeles, California 90007 Phone : 213-821-0075 Email : ccnmainfo@ccnma.org Career Services	N	0
12	Central College Career Center 812 University Ave Pella, Iowa 50219 Phone : 641-628-5856 Email : devosd@central.edu Deb Devos	Y	0
13	Clarke University 1550 Clarke Drive Counseling & Career Services Dubuque, Iowa 52001 Phone : 563-588-6302 Email : careerservices@clarke.edu Laurie Mihm	Y	0
14	Clinton Community College 1000 Lincoln Blvd Clinton, Iowa 52732 Phone : 563-244-7012 Email : mharris@eicc.edu Marcus Harris	N	0
15	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	Y	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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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	Commissions on the Status of African Americans 312 E 12th St Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-281-3274 Email : kim.checks@iowa.gov Kim Checks	Y	0
17	Craigslist 1381 9th Ave San Francisco, California 94122 Phone : 415-566-6394 Job Board Manual Posting	N	0
18	Davenport Civil Rights 226 W 4th Street Davenport, Iowa 52801 Phone : 563-326-7888 Beth Bodilla Manual Posting	Y	0
19	Davenport NAACP PO Box 3661 Davenport, Iowa 52808 Phone : 563-579-8378 Email : naacprob@gmail.com Robert Jackson	N	0
20	Eastern Illinois University 600 Lincoln 1301 HSC Charleston, Illinois 61920 Phone : 217-581-2412 Email : afreeswilliams@eiu.edu Alison Frees-Williams	Y	0
21	Educational Institution	N	1
22	Employee Referral	N	6
23	EPICS (External Programs Internships & Career Services) 70 Arts Circle Evanston, Illinois 60208 Phone : 847-467-0270 Email : epics@northwestern.edu Career Services	Y	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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24	George Washington Carver Association 710 Percy Baker Junior Ave Peoria, Illinois 61605 Phone : 309-839-0722 Ken Hinton Manual Posting	Y	0
25	Glass Door 100 Shoreline Hwy 100a Mill Valley, California 94941 Phone : 888-355-9323 Job Board Manual Posting	N	0
26	Hamilton Technical College 1011 E 53rd St Davenport, Iowa 52807 Phone : 563-386-3570 Email : lkilmer@hamiltontechcollege.com Laura Kilmer	Y	0
27	Hawkeye Community College 1501 E Orange Rd Waterloo, Iowa 50704 Phone : 319-296-4297 Email : careerservices@hawkeyecollege.edu Kate Childers	N	0
28	Illinois Broadcasters Association 200 Missouri Ave Carterville, Illinois 62918 Phone : 618-985-5555 Email : dgray@ilba.org Debra Gray	Y	0
29	Illinois Central College One College Dr CC207 East Peoria, Illinois 61635 Phone : 309-694-5321 Dawn Gries	N	0
30	Illinois Dept of Employment Security 500 42nd Street Suite 1 Rock Island, Illinois 61201 Phone : 309-794-3619 Email : jane.verplaetse@illinois.gov Jane Verplaetse	Y	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Illinois Media School 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	Y	0
32	Illinois News Broadcasters Association 815 Long Rd Job File Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
33	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Job Board Manual Posting	N	1
34	Indeed.com	N	10
35	Indiana University 940 E 7th St Ernie Pyle Hall 202 Bloomington, Illinois 47405 Phone : 812-855-1704 Marcia Debnam	N	0
36	Indiana University 625 N Jordan Ave Career Center Bloomington, Indiana 47405 Phone : 812-855-0576 Email : rbucholz@indiana.edu Rhian Bucholz	N	0
37	Internal Promotion	N	2
38	Iowa Lakes Community College 300 S 18th Street Esterville, Iowa 51334 Phone : 712-362-7914 Bob Pritchard Manual Posting	N	0
39	Iowa State University 411 Morrill Rd Ames, Iowa 51334 Phone : 515-294-2967 Email : taren@iastate.edu Taren Crow	Y	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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40	Iowa Wesleyan College 601 N Main Street Mount Pleasant, Iowa 52641 Phone : 319-385-6256 Email : tracy.bender@iw.edu Traci Bender	Y	0
41	Iowa Workforce Development 902 W Kimberly Rd Suite 51 Davenport, Iowa 52806 Phone : 563-445-3200 Email : mark.holloway@iwd.iowa.gov Mark Holloway	Y	0
42	Jackson State University 1400 J R Lynch St Jackson, Mississippi 39217 Phone : 601-979-2477 Sara Woodall	N	0
43	Job/Bulletin Board	N	7
44	Kaplan University - Chicago 550 W Van Buren St Chicago, Illinois 60607 Phone : 312-385-1287 Email : tscky@kaplan.edu Tracey Skly	N	0
45	Leadership Institute 1101 N Highland St Steven PJ Wood Building Arlington, Virginia 22201 Phone : 703-247-2000 Email : aharrison@leadershipinstitute.org Aynsley Harrison	Y	0
46	Linked In	N	1
47	Madison Media Institute 2702 Agriculture Drive Madison, Wisconsin 53718 Phone : 608-237-8312 Email : sarray@mediainstitute.edu Susan Array	N	0
48	Marquette University 1250 W Wisconsin Ave Milwaukee, Wisconsin 53233 Phone : 414-288-5735 Liz Baird	N	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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49	Martin Luther King Community Center 630 9th Street Rock Island, Illinois 61201 Phone : 309-732-2999 Email : MLKmail@rigov.org Kristia LeShoure	Y	0
50	Media Bistro 825 8th Ave 29th Floor New York, New York 10019 Job Board Manual Posting	N	0
51	Media Recruiter 9457 S University Blvd #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
52	MediaLine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 800-237-8073 Email : medialine@medialine.com Don Mathews	Y	0
53	Medill School of Journalism 1845 Sheridan Rd Evanston, Illinois 60208 Phone : 847-467-6213 Email : b-stewart@northwestern.edu Beverley Stewart	N	0
54	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : arin@nljga.org Arin Jayes	N	0
55	News Check Media 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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56	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
57	Nexstar's Facebook Page	N	12
58	North Dakota State College 800 6th St N Wahpeton, North Dakota 58076 Phone : 701-671-2258 Email : kijia.homes@ndscs.edu Kijia Homes	N	0
59	Northwestern University 620 Lincoln St Career Services Dept Evanston, Illinois 60208 Phone : 847-491-3700 Email : recruit@northwestern.edu Career Services	N	0
60	Ohio University 533 Baker University Center Athens, Ohio 45701 Phone : 740-593-1394 Christi Lee	N	0
61	OurQuadCities.com 231 18th Street Rock Island, Illinois 61201 Phone : 309-786-5441 Email : jwalls@whbf.com JD Walls	N	12
62	Partners in Job Training 1504 Third Ave Second Floor Rock Island, Illinois 61201 Phone : 309-793-5200 Carol Slavish	N	0
63	Professional/Industry Trade Organization	N	3
64	Purdue Global 1801 E Kimberly Rd Suite 1 Davenport, Iowa 52807 Phone : 563-355-3500 Email : careerservices@purdueglobal.edu Sandra Wakefield	Y	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
65	Re-hire	N	1
66	Rick Gevers.com 355 E Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
67	Scott Community College 500 Belmont Rd Room 3103 Bettendorf, Iowa 52722 Phone : 563-441-4021 Email : wcole@eicc.edu Wayne Cole	N	0
68	Simpson College 701 North C Street Indianola, Iowa 50125 Phone : 515-967-1667 Jennifer del Pino	N	0
69	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Scott Jones	N	0
70	Southern IL University 1263 Lincoln Dr Career Services Dept Carbondale, Illinois 62901 Phone : 618-453-1045 Email : careerservices@siu.edu Douglas Reichenberger	Y	0
71	St. Ambrose University 518 W Locust St Davenport, Iowa 52806 Phone : 563-333-6340 Angela Wolfe Manual Posting	N	0
72	Success Network 4703 16th Street Suite H Moline, Illinois 61265 Phone : 309-736-9626 Dave Flowers	N	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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73	Syracuse University 235 Schine Center 303 Unviersity Place Syracuse, New York 13244 Phone : 315-443-3616 Career Services	N	0
74	Texas State University 601 University Dr Career Services Dept San Marcos, Texas 78666 Phone : 512-245-2645 Victoria Hinojosa	N	0
75	Truman State University 100 E Normal Kirksville, Missouri 63501 Phone : 660-785-4353 Email : careers@truman.edu Tessa Prewitt	Y	0
76	TV Jobs P O Box 4116 Oceanside, California 92052 Job Board Manual Posting	N	1
77	TV Technology 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 Michelle Inderrieden Manual Posting	N	0
78	United Neighbors 808 N Harrison St Davenport, Iowa 52803 Phone : 563-322-7363 Email : imj62@aol.com Ida Johnson	N	0
79	University of Dubuque 2000 University Ave Dubuque, Iowa 52001 Phone : 563-589-3128 Email : career@dbq.edu Amy Baus	N	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

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80	University of Georgia 120 Hooper St Grady College of Journalism & Mass Communications Athens, Georgia 30602 Phone : 706-542-5032 Email : wrcarty@uga.edu Ryan Carty	N	0
81	University of Miami 1306 Stanford Dr Toppel Career Center Coral Gables, Florida 33146 Phone : 305-284-5451 Career Services	N	0
82	University of Missouri Missouri School of Journalism 201 Student Success Center Columbia, Missouri 65203 Phone : 573-884-1909 Email : career@missouri.edu Laura Redfield-Jacobs	N	0
83	University of Northern Iowa 1227 West 27th St 102 Gilchrist Hall Career Services Cedar Falls, Iowa 50614 Phone : 319-273-6857 Email : careerservices@uni.edu Shannon Seehase	N	0
84	University of Northern Iowa 326 Lang Hall Dept of Communication Studies Cedar Falls, Iowa 50614 Phone : 319-273-6118 Email : martinc@uni.edu Christopher Martin	Y	0
85	University of Wisconsin - Madison 821 University Ave 5115 Vilas Hall Madison, Wisconsin 53711 Phone : 608-262-3690 Email : advising@journalism.wisc.edu Beth Horstmeier	Y	0
86	University of Wisconsin - Platteville 1 University Plaza 0200 Ullsvik Hall Platteville, Wisconsin 53818 Phone : 608-342-1183 Email : williaje@uwplatt.edu Jennifer Williamson	Y	0

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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87	USC - Los Angeles University Park Los Angeles, California 90089 Career Services	N	0
88	Vincennes University 1002 North First Street Broadcasters Dept Vincennes, Indiana 47591 Phone : 812-888-5344 Jill Ballinger	Y	0
89	Wartburg College 100 Wartburg Blvd Career Services Dept Waverly, Iowa 50677 Phone : 319-352-8425 Email : derek.solheim@wartburg.edu Derek Solheim	Y	0
90	Western Illinois University 1 University Circle Macomb, Illinois 61455 Phone : 309-298-2888 Email : wg-hoon@wiu.edu William Hoon	N	0
91	Winona State University PO Box 5838 Maxwell 314 Winona, Minnesota 55987 Phone : 507-457-5878 Email : career@winona.edu Career Services	Y	0
92	Winthrop University 701 Oakland Ave Johnson Hall J-213 Rock Hill, South Carolina 29733 Phone : 803-323-4529 Email : nortzm@winthrop.edu Mark Nortz	N	0
93	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:			58

WHBF-TV/KGCW-TV
EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/2/2018	Listing of each upper-level category opening in a job bank or newsletter	The SEU 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 and to the Illinois Department of Employment Security, a general vacancy job bank.	1	Business Administrator
2	8/2/2018	Establishment of an intern program designed to assist members of the community	<p>WHBF 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>WHBF hosted one (1) intern, from University of Northern Iowa, during the Summer 2018 semester; four (4) interns, from Augustana College, during the Fall 2018 semester; two (2) during the Winter 2018 semester and one (1) during the Summer 2019 semester.</p>	1	
3	9/13/2018	Participation in Job Fairs	The Station participated at the Bradley University, Smith Career Center job fair. Station personnel met with students to discuss internships and job vacancies.	2	Business Administrator Mickle
4	9/20/2018	Participation in Job Fairs	The Station participated at Augustana College's ProFair. Station personnel met with students to discuss internships and job vacancies.	2	Business Administrator Director of Sales
5	3/6/2019	Participation in Job Fairs	The Station participated at St. Ambrose University's ProFair. Station personnel met with students to discuss internships and job vacancies.	2	Business Administrator Director of Sales