

EEO PUBLIC FILE REPORT

Nexstar Broadcasting, Inc.

WQRF

August 1, 2008 – July 31, 2009

Section 1. Vacancy List

Job Title	Recruitment Source (RS) Used to Fill Vacancy	RS that Referred the hiree
[Job title of full vacancy which was filled during the last year]	[List the recruitment sources that received notice of this vacancy]	[Identify the recruitment source which referred the hiree]
Local Sales Manager	1-12, 14-27, 30, 32-61, 64-68	Internal
News Anchor	1-12, 14-28, 30, 32-61, 64-68	Internal
Sports Reporter	1-12, 14-28, 30, 32-61, 64-68	TV Jobs.com
Managing Editor	1-12, 14-28, 30, 32-61, 64-68	Internal
Photojournalist	1-27, 29, 30, 32-61, 64-68	TV Jobs.com
Account Executive	1-12, 14-27, 30, 32-61, 63-68	On Air commercial
News Reporter	1-12, 14-28, 30, 32-61, 64-68	N.A.B.
Traffic Assistant	1-12, 14-27, 30, 32-68	Craigslist.com - Rockford
Traffic Assistant	1-12, 14-27, 30, 32-68	Craigslist.com – Rockford
Traffic Assistant	1-12, 14-27, 30, 32-68	Internal Posting
Traffic Assistant	1-12, 14-27, 30, 32-68	Internal referral
Assistant Business Manager	1-12, 14-27, 30, 32-67	Internal referral
Accounts Receivable Analyst	1-12, 14-27, 30, 32-67	On Air commercial
Accounts Receivable Analyst	1-12, 14-27, 30, 32-67	On Air commercial
Accounts Payable Analyst	1-12, 14-27, 30, 32-67	Internal
Account Executive	1-12, 14-27, 30, 32-61, 64-68	Internal referral
Master Control Operator	1-27, 29, 30, 32-62, 64-68	Internship program
6 & 10 News Anchor	1-12, 14-28, 30, 32-61, 64-68	Nexstar Broadcasting
Master Control Operator	1-27, 29, 30, 32-62, 64-68	Rock Valley College website
Master Control Operator	1-27, 29, 30, 32-62, 64-68	Former employee referral
News Reporter	1-12, 14-28, 30, 32-61, 64-68	TV Jobs.com

Section 2. Recruitment Source List

Recruitment Source (RS) Number	RS Information	RS Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS over 12-month period
1	Nexstar Broadcasting, Inc. Attn: Job Postings 5215 N. O'Connor Blvd Suite 1400 Irving, TX 75039	Y	6
2	I.D.E.S. Attn: Lynda Warren 2323 E. Lincolnway Sterling, IL 61081	Y	
3	Broadcast Engineering Primedia Business Magazines & Media Susan Schaefer 9800 Metcalf Ave Overland Park, KS 66212	Y	
4	Ball State U Career Planning Attn: Cindy Hershman 2000 W University Lucina Hall 220 Muncie, IN 47306	Y	
5	Beloit College, Career Services Attn: Luke Janiak-Fenton 700 College Road Beloit, WI 53511	Y	
6	Booker Washington Center Attn: Calvin Squire 524 Kent St. Rockford, IL 61102	Y	
7	Brown Institute Television Placement Attn: Amber Luckie-Parks 1440 Northland Dr Mendota Heights, MN 55120	Y	
8	Broadcasting & Cable Magazine Ad Krista Parker 360 Park Ave S, 14 th Fl New York, NY 10010	N	
9	Chicago Headline Club Society of Professional Journalists Attn: Bob Roberts 333 N. Michigan Ave, Suite 2032 Chicago, IL 60601-4024	Y	
10	Chicago South Side NAACP Attn: Kay Bowman 800 E 78 th St Chicago, IL 60619	Y	
11	Columbia College Job Placement Attn: Advising Center Staff 600 S Michigan Ave Chicago, IL 60605	Y	
12	Indiana University Elisabeth Boyard 625 No. Jordan Avenue Bloomington, IN 47403	Y	
13	Devry Career Services Attn: Inieke Udoiwood 3300 N Campbell Chicago, IL 60618	N	

14	Eastern Illinois University Debbie Endsley 600 Lincoln Ave Charleston, IL 61920-3099	Y	
15	Goodwill Abilities Center Attn: Karen Smith 1907 Kishwaukee Rockford, IL 61104	Y	
16	Highland College, Career Services Attn: Dana Zimmerman 2998 W Pearl City Rd Freeport, IL 61032	Y	
17	Hispanic Alliance Attn: Rocia Mendez 25 E Washington Ste 1500 Chicago, IL 60602	Y	
18	IL Broadcasting Assoc Attn: Debra Gray 200 Missouri Avenue Carterville, IL 62918	N	
19	Illinois State University Attn: Toni Krippel Campus Box 2520 Normal, IL 61790-2520	Y	
20	IL Center for Broadcasting Attn: John Wassel 55 West 22 nd St, Ste 240 Lombard, IL 60148	Y	
21	Illinois Employment Security Office Attn: Lynda Warren 2323 E Lincolnway Sterling, IL 61081	Y	
22	IN State Univ Career Services Martha Reed 567 N 5 th St Terre Haute, IN 47809	Y	
23	Knox College Career Center Terrie Saline 2 East South Street Box K232 Galesburg, IL 61401	Y	
24	Job Corp Admissions & Placements Attn: Bonnie Mabie 3134 11 th Street – suite 8 Rockford, IL 61109	Y	3
25	La Voz Latina Attn : Patricia Gomez 412 Market St Rockford, IL 61107	Y	
26	Loyola Career Placement Attn: Darby Scism 6525 No Sheridan Rd Chicago, IL 60626	Y	
27	Madison Media Institute Attn: Bill Mallinson 2702 Agriculture Dr Madison, WI 53718	Y	
28	MediaLine.com, Attn: Mark Shilstone	N	

	Box 51909 Pacific Grove, CA 93950		
29	Milwaukee Technical College Student Employment Services Attn: Jenny Thomas 700 West State St Milwaukee, WI 53233	N	
30	Mississippi State University Career Service Attn: Scott Maynard 300 Montgomery Hall PO Box P Mississippi State, MS 39762	Y	
31	Rockford Register Star – Employment Ad Attn: Classified Ads 99 East State Street Rockford, IL 61104	N	
32	National Assoc of Black College Broadcasters Attn: Lo Jelks PO Box 3191 Atlanta, GA 30302-3191	Y	
33	National Assoc of Black Journalists Attn: Kristin Palmer 8701 A Adelphi Rd Adelphi, MD 20783	Y	
34	National Assoc of Hispanic Journalists Attn: Virginia Galindo National Press Building 529 14 th St NW, Ste1000 Washington, DC 20045	Y	
35	National Coalition of Black Mtg Planners Ozzie Jenkins 8630 Fenton Silver Springs, MD 20910	Y	
36	Medill School of Journalism Loraine Hasebe Northwestern University 1845 Sheridan Road Evanston, IL 60208-2101	Y	
37	North Central College Jeff Denard 30 North Brainard St. Naperville, IL 60540	Y	
38	NIU Career Services Attn: Kathy Zuidema Campus Life Building 220 DeKalb, IL 60115	Y	
39	NIU Department of Communications Attn: Jessica Baldwin Watson 306 DeKalb, IL 60115	Y	
40	Northeastern Illinois University Attn: Lorn Coleman 5500 N St Louis Chicago, IL 60625	Y	
41	Ohio/ Illinois Center for Broadcasting Attn: Gary James 9000 Sweet Valley Dr	Y	

	Valley View, OH 44125		
42	Production HUB.com Attn: Dan Smith 801 W Fairbanks Ave Winter Park, FL 32789	Y	
43	Norte Dame Career Center Attn: Lee Svete 248 Flanner Hall Notre Dame, IN 46556	Y	
44	Rock Valley College Attn: Art Delgado, Career Services 3301 N Mulford Rd Rockford, IL 61107	Y	7
45	Television Week Ad Marc Abrams 6500 Wilshire Blvd, Suite 2300 Los Angeles, CA 90048	N	
46	Rockford Business College Attn: Jim Laible 730 N Church St Rockford, IL 61103	Y	
47	Rockford College, Career Services Attn: Kristen O'Neil 5050 E State St Rockford, IL 61108	Y	
48	South Asian Journalists Assoc c/o Columbia Graduate School Attn: Sree Sreenivasan 2950 Broadway New York, NY 10027	Y	
49	Southern Illinois University Attn: Missy Houghland Mail code 4703 Carbondale, IL 62901	Y	
50	Spanish Coalition for Jobs Attn: Esther Becerra 2011 W Pershing Rd Chicago, IL 60609	Y	
51	Specs School of Broadcasting Nicole Ladouceur 19900 West Nine Mile Southfield, MI 48075	Y	
52	The Rainbow Push Coalition Attn: Felicia McQuitte/Placement Office 930 E 50 th St Chicago, IL 60615	Y	
53	CBS News Path Chicago Office Dan Noel 630 No. McClurg Ct Chicago, IL 60611	N	
54	U of IL Attn: Cynthia Greene 1 University Plaza Springfield, IL 62703	Y	
55	U of WI – Platteville Placement Services Attn: Diane Trendt 1 University Plaza Karimaan Library 1 st Fl Platteville, WI 53818	Y	

56	U.I.U.C. Journalism Placement Office Attn: Lynn Holley 119 Gregory Hall Urbana, IL 61801	Y	
57	University of WI Career Planning Attn: Robert Schwoch 5115 Vilas Hall Madison, WI 53706	Y	
58	Western IL Career Services Attn: Cathy McCourt 116 Sherman Macomb, IL 61455	Y	
59	Wheaton College Career Services Attn: Katrina Foster 418 Chase St R209 Wheaton, IL 60187	Y	
60	CSB School of Broadcasting Attn: Gina Ferraro 3250 Lacey Rd Suite 130 Downers Grove, IL 60515	Y	
61	CSB School of Broadcasting Attn: David Chase 203 N. LaSalle Suite 1350 Chicago, IL 60601	Y	
62	Craigslist.com – Rockford, IL	N	44
63	WQRF on air commercial	N	18
64	Employee Referral	N	22
65	Internal Office Posting	N	12
66	Walk in	N	1
67	WQRF – Website www.mystateline.com	N	13
68	TV Jobs.com Broadcasting Employment Services Attn: Mark Holloway P.O. Box 4116 Oceanside, CA 92052	N	21
Total Number of Interviews over 12-month period: <u>147</u>			

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
<p>[List the type of recruitment initiative the station engaged in over the last year, which may include hosting a job fair, establishing an internship or scholarship program, or participation in community events designed to inform the public as to employment opportunities in broadcasting.]</p>	<p>[Meaningful involvement in the activity is required. Merely lending a station's name or providing funding is not enough. For example, if it was sponsorship of a job fair, station personnel that has hiring authority must attend and participate in the planning and implementation of the event.]</p>
<p>Participation in job fairs by station personnel with substantial responsibility for hiring decisions</p>	<p>WQRF participated in a recruitment initiative/job fair at Rock Valley College on July 23rd, 2009. The hiring attendee provided applicants and potential candidates with the opportunity to learn about the station and job opportunities in television.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>During the reporting period, WQRF-TV maintained an internship program for college students. Eligibility requires that students be focused on a Broadcasting degree and be able to gain college credit for the internship. Interns are interviewed by station management and chosen in a fashion similar to prospective employees. During this reporting period interns came from Northern Illinois University, Roosevelt University, Rock Valley College and Illinois State University.</p>
<p>Participation in events or programs relating to career opportunities in broadcasting which are sponsored by educational institutions</p>	<p>On November 8, 2008 the news director was invited with other black professionals to speak about broadcasting careers to students. This was conducted by the City of Rockford Mayor's Office of Education and Lifelong Learning (nFactor). On February 3, 2009, the station hosted 20 students from Junior Achievement to participate in a job shadow day at the station. Students spent part of the day in different departments learning basic broadcast jobs and the educational requirements for positions along with a Q&A between the students and hiring department heads. On February 17, 2009, meteorologist Mike Cole participated in an educational discussion with students from Rock County Christian School as part of their</p>

	curriculum. He spoke with students about weather predictions and requirements needed to pursue a career in meteorology.
Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On September 19, 2009 Nexstar Broadcasting's director of Human Resources, Phil Reyna conducted EEO training to the entire management team including Sensitivity Training, the Americans w/ Disabilities Act, Labor Laws and Anti-Harassment Policies.