

KSNT and KTMJ
EEO PUBLIC FILE REPORT
February 1, 2020 - January 27, 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	1, 3-9, 11-12, 14-16, 19-22, 24, 26, 30	8
Producer	1-4, 10, 12-19, 23-30	17
Master Control Operations Technician	1, 3-4, 8, 12, 14-16, 19, 24, 26, 28-30	8
Master Control Operations Technician	1, 3-4, 8, 12, 14-16, 19, 24, 26, 28-30	8
Meteorologist/Reporter	1, 3-4, 10, 12, 14-17, 19, 24, 26, 28-30	17
Multi Media Journalist	1, 3-4, 10, 12, 14, 16-17, 19, 24, 26, 28-30	26
Multi Media Journalist	1, 3-4, 10, 12, 14, 16-17, 19, 24, 26, 28-30	17
Master Control Operations Technician	1, 3-4, 12, 14, 16, 19, 24, 26-30	27

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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	Baker University 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : http://bakeru.edu Email : susan.wade@bakeru.edu Susan Wade	N	0
2	Broadcast Employment Services (TVjobs.com) P.O. Box 4116 Oceanside, California Phone : 760-754-8117 Url : www.tvjobs.com Mark Holloway Manual Posting	N	0
3	Chanute One-Stop Workforce Development Center 119 N Grant Street Chanute, Kansas 66720 Phone : 620-432-0304 Email : kcoomes@neosho.edu Fax : 1-620-431-2375 Terry Coomes	N	0
4	Cloud County Community College P.O. Box 1002 Concordia, Kansas 66901 Phone : 785-243-1435 ext 323 Url : http://www.cloud.edu/ Email : bhanson@cloud.edu Fax : 1-785-243-9321 Brenda Hanson	N	0
5	Colby Community College 1255 S. Range Ave Colby, Kansas 67701 Phone : 785-462-3984 Email : leisa.hansen@colbycc.edu Fax : 1-785-460-4691 Leisa Hansen	N	0

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6	Colby Community College 1255 Range Ave Colby, Kansas 67701 Phone : 785-460-5406 Email : hr@colbycc.edu Kayla Williams	N	0
7	Donnelly College Career Planning Placement 608N 18th St. Kansas City, Kansas 66102 Phone : 913-621-8732 Url : http://donnelly.edu/index.html Email : careerservices@donnelly.edu Yvonne Telep	N	0
8	Employee Referral	N	3
9	Garden City Community College 801 Camput Dr. Saffell Library Garden City, Kansas 67846 Phone : 800-658-1696 Url : http://www.gcccks.edu/ Email : laura.yorkguy@gcccks.edu Laura York-Guy	N	0
10	Handshake 6835 NW US Highway 24 Topeka, Kansas 66618-5507 Phone : 7855824000 Url : www.joinhandhake.com Kimberly Fellows Manual Posting	N	0
11	Haskell Indian Nations University Stidham Union - 155 Indian Ave. Lawrence, Kansas 66046 Phone : (785) 749-8448 Url : www.haskell.edu/studentlife/career.asp Email : Mona.Franklin@BIE.edu Fax : 1-785-832-6654 Mona Franklin	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : Allison@kab.net Allison ??	N	0
13	Kansas State University 105 Kedzie Hall Manhattan, Kansas 66506 Phone : (785) 532-6890 Dr. Birgit Wassmuth Manual Posting	N	0
14	KansasWorks - Independence One-Stop Center 200 Arco Place, Suite 101 Independence, Kansas 67301 Phone : (620) 332-5904 Url : www.kansasworks.com Email : independencejobs@KS.gov Fax : 1-620-331-0856 Mat Bennett	N	0
15	KansasWorks/Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : 785-235-5627 Email : curtis.jones@ks.gov Curtis Jones	N	0
16	Lawrence Workforce Center 2540 Iowa Street, Suite R Lawrence, Kansas 66046 Phone : (785) 840-9675 Url : www.workforcecenters.com/lawrence/ Email : cwhite@KansasWorks.com Fax : 1-785-865-5465 Cheryl White	N	0
17	Linked In	N	3

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18	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Mark Shilstone Manual Posting	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	0
20	Northwestern University Medill School of Journalism 1845 Sheridan Rd. Evanston, Illinois Phone : 847-467-7930 Url : http://www.northwestern.edu/ Email : d-hanford@northwestern.edu Desiree Hanford	N	0
21	Ottawa University 1001 S. Cedar Street Ottawa, Kansas 66067 Phone : 785-248-2350 Url : http://www.ottawa.edu/TheCollege/StudentLife/Caree Email : career@ottawa.edu Fax : 1-785-242-4645 Joanna Walters	N	0
22	Pittsburg State University Grubbs Hall 434 Pittsburg, Kansas 66762 Phone : 620-235-4143 Url : http://www.pittstate.edu/ Email : khull@pittstate.edu Kim Hull	N	0

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23	Spots N Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Classified Ads Manual Posting	N	0
24	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3131 Email : studentsuccess@tabor.edu Fax : 1-620-947-2607 Erica Haude	N	0
25	TVNewsCheck.com 24 West Lancaster Ave Suite 205 Chatham, New Jersey 07928 Phone : 215-901-9495 Url : tvnewscheck.com Steve Stoltz Manual Posting	N	0
26	University of Kansas School of Journalism 210B Stauffer-Flint hall Manhattan, Kansas 60045 Phone : 785-864-7630 Url : http://www.ku.edu/ Email : ucc@ku.edu Steve Rottinghaus	N	1
27	Washburn University 1700 Sw College Topeka, Kansas 66621 Phone : 785-670-1836 Url : washburnu.edu Anna Walker Manual Posting	N	1

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28	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-000-0000 Email : wsuhire@wichita.edu Megan Dugger	N	0
29	WTI 3712 SW Burlingame Rd. Topeka, Kansas 66612 Phone : 785-354-4568 Url : http://www.wti.edu/ Email : aporter@wti.edu Angelique Porter	N	0
30	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 PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2020	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 Kansas Broadcasters Association, a media/trade organization, with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	2/1/2020	Establishment of an intern program designed to assist members of the community	<p>The SEU 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>The SEU hosted five (5) interns, from the University of Kansas, during the 2020 Spring Semester; six (6) interns, from the University of Kansas, five (5) interns from Kansas State University and two (2) interns from Washburn University during the Summer Semester and two (2) interns from Kansas State University and (1) intern from the University of Kansas during the Fall 2020</p>	1	News Director
3	2/3/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before Kansas University Mass Communication video production class. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Producer
4	2/11/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of Kansas School of Journalism. He spoke about career decisions and job requirements.	1	News Director
5	2/19/2020	Participation in events or programs sponsored by educational institutions	The SEU participated at the Washburn University Spring Career Fair 2020. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Business Administrator
6	3/5/2020	Participation in Job Fairs	The SEU participated at the University of Kansas School of Journalism and Mass Communications Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director

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7	3/26/2020	Participation in events or programs sponsored by educational institutions	The SEU personnel participated as a speaker at Hayden High School Career Exploration Day. He spoke about career decisions and job requirements.	1	News Director
8	4/2/2020	Participation in Job Fairs	The SEU participated in the KansasWorks Satewide Job Fair SEU personnel were able to meet with attendees and discuss vacancies at the Stations and in the broadcasting industry.	3	News Director Chief Engineer Business Administrator
9	7/28/2020	Participation in Job Fairs	SEU personnel attended the KansasWorks Virtual Job Fair. During that event, the SEU had a virtual booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar	1	Chief Engineer
10	9/16/2020	Participation in events or programs sponsored by educational institutions	The SEU participated at the Washburn Career & Graduate School Virtual Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
11	9/22/2020	Participation in events or programs sponsored by educational institutions	The SEU participated at the Kansas State All-University Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
12	10/28/2020	Participation in events or programs sponsored by educational institutions	The SEU participated in the Kansas University Virtual Journalism Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director