

KPLR, KTVI

EEO PUBLIC FILE REPORT

October 1, 2021 - September 30, 2022

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales – Account Executive	2-8, 14-18, 20-28	14
Digital Producer	3-4, 6-8, 11-12, 14, 16-18, 20-28	11
Multimedia Reporter	3-8, 14, 17-28	5
Producer	3-4, 6-9, 14, 16-18, 20-28	9
Sales – Account Executive	3-8, 14, 16-18, 20-28	5
Sales – Account Executive	3-8, 10, 14, 16-18, 20-28	16
Sales – Account Executive	3-4, 6-8, 14, 16-18, 20-28	16
Digital Producer	3-4, 6-9, 14, 16-18, 20-28	9
Assignment Editor	3-9, 14, 16-18, 20-28	9
Sales – Account Executive	3-4, 6-11, 14, 16-18, 20-28	11
Technician, Production	3-9, 14, 16-18, 20-28	5
Digital Sports Reporter	3-9, 12, 14, 16-18, 20-28	5
Producer	1, 3-4, 6-9, 14, 16-18, 20-28	20
Producer	3-9, 14, 16-18, 20-28	16
Sales – Account Executive	3-9, 14, 17-18, 20-28	5
Sales Assistant	3-8, 10, 14, 16-18, 20-28	10
Sales – Account Executive	3-9, 14, 16-18, 20-28	14
Lifestyle Show Editor/ Photographer	1, 3-8, 10, 14, 16-18, 20-28	10
Receptionist	3-8, 10, 14, 16-18, 20-28	10
Producer	3-4, 6-8, 10, 14, 16-18, 20-28	20
Sales – Account Executive	3-4, 6-8, 10, 14, 17-18, 20-28	10
Producer	3-8, 10, 14, 16-18, 20-28	16
Producer	3-8, 10, 14, 16-18, 20-28	16
Digital Producer	3-8, 10, 14, 17, 20-28	5
Sports Reporter	3-8, 10, 14, 16-17, 20-28	20

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Digital Producer	3-8, 14, 16-17, 20-28	16
Technician/ Production	3-4, 6-8, 10-11, 14, 16-17, 20-28	10
Digital Producer	3-8, 14, 16-17, 20-28	5
Digital Producer	3-8, 10, 14, 16-17, 20-28	5
Reporter	3-8, 10, 14, 16-17, 20-28	16
Producer	3-4, 6-8, 10, 14, 16-17, 20-28	10
Producer	3-4, 6-8, 10, 14, 16-17, 20-28	20
Producer	3-4, 6-8, 14, 16-17, 20-28	16
Digital Producer	3-8, 10, 13-14, 16-17, 20-28	10
Photographer	1, 3-4, 6-8, 10, 14, 16-17, 20-28	16
Reporter	1, 3-8, 14, 17, 20-28	20
Technician/ Director/ TD (NE)	3-8, 10, 14, 16-17, 20-28	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	CareerBuilder.com	N	4
2	Catholic Employment Network 7717 Highway N Dardenne Prairie, Missouri 63368 Phone : 636-561-4451 Url : www.catholicemploymentnetwork.org Email : phogan1@yahoo.com Msgr Ted L Wojcicki	N	0
3	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
4	Emmyonline 1001 Highlands Plaza Dr W, Ste 320 St Louis, Missouri 63110 Phone : 314-647-3669 Url : http://www.emmyonline.org Email : maggie@emmymid-america.org Maggie Eubanks	N	0
5	Employee Referral	N	36
6	Harris Stowe 3026 Laclede St Louis, Missouri 63103 Phone : 314-340-3366 Email : careerservices@hssu.edu Wanda McNeil	N	0
7	Haskell Indian Nations University 155 Indian Ave, #5021 Lawrence, Kansas 66046 Phone : 785-749-8448 Email : mgonzales@HASKELL.edu Mona Gonzales	N	0
8	IBEW Local 4 1610 S. Kingshighway St Louis, Missouri 63110 Phone : 314-664-0202 Email : broadcast@ibewlocal4.com Elaine Hoernis	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
9	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	15
10	Indeed.com	N	38
11	Internal Promotion	N	3
12	Intracompany Transfer	N	3
13	Job/Bulletin Board	N	1
14	KTVI / KPLR - websites 2250 Ball Drive St Louis, Missouri 63146 Phone : 314-213-7419 Url : http://www.fox2now.com Email : joe.millitzer@tvstl.com Joe Millitzer	N	14
15	Lindenwood College 209 S.Kingshighway St Charles, Missouri 63301 Phone : 636-529-9375 Email : careerdevelopment@lindenwood.edu Dana Wehrli	N	0
16	Linked In	N	77
17	Murray State University 801 Fine Arts Murray, Kentucky 42071 Phone : 270-809-5363 Email : chaynes@murraystate.edu Christopher Haynes	N	0
18	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	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
19	National Association of Black Journalists (NABJ) 11350 McCormic Rd Hunt Valley, Maryland 21031 Phone : 888-491-8833 ext 1005 Url : http://www.nabj.com Phil White Manual Posting	N	1
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	43
21	Productive Futures 5225 Delmar Blvd St Louis, Missouri 63108 Phone : 314-367-2522 Email : roberson_angela@yahoo.com Angela Roberson	N	0
22	Southern Illinois University POBox 1620 Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : careerdevelopment@siue.edu T Dugan	N	0
23	St Louis University 221 N. Grand St Louis, Missouri 63103 Phone : 314-977-2828 Email : career_services@slu.edu Leann Neil	N	0
24	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway	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
25	United Minority Media Assn 5511 Woodland Ave, Suite 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : ummaseventyfour@yahoo.com MC Richardson	N	0
26	University of Missouri School of Journalism 76 Gannett, attn career center Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.career.missouri.edu/contacts/ Email : career@missouri.edu Dean Brian Brooks	N	0
27	Urban League of Metro St Louis 8960 Jennings Station Road St Louis, Missouri 63136 Phone : 314-506-5306 Url : www.ulstl.com Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9845 Ms. Hollis R. Whiting	N	0
28	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:			235

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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	11/5/2021	Participation in other activities designed by the station employment unit	The SEU has established a job shadow program with local high schools. During the event there was three (3) students in attendance from Roosevelt High School, eight (8) students in attendance from Carnahan high School.	2	Manager, Engineering Engineering
2	3/21/2022	Participation in Job Fairs	The SEU participated at the University of Missouri School of Journalism - Columbia Recruitment Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	1	News, Executive Producer
3	3/23/2022	Participation in Job Fairs	The SEU participated at the University of Central Missouri with students and discuss vacancies at the Stations and in the broadcast industry.	1	Digital Manager
4	5/10/2022	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, engineering creative service and digital. The SEU hosted one (1) intern from Missouri State University during the 2022 Spring/ Summer Semester, one (1) intern from Western Kentucky University during the 2022 Spring/ Summer Semester, one (1) intern from Southern Illinois University - Edwardsville during the 2022 Spring/ Summer Semester, one (1) intern from Lindenwood University during the 2022 Spring/ Summer Semester.	3	VP news VP Engineering VP Promotions
5	7/6/2022	Participation in other activities designed by the station employment unit	The SEU has established a shadow program that allows the students to gain practical experience in News & Weather. SEU hosted one (1) student from Maplewood Richmond Heights High School for the day.	1	Meteorologist
6	7/21/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at St. Louis Science Center - Youth Exploring Science and Business. He spoke about job opportunities in the broadcasting industry, career decisions and job requirements.	1	Reporter

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7	Ongoing Event	Participation in Job Fairs	The SEU participated at the National Association of Black Journalists job fair. The SEU personnel met with students and discussed vacancies at the stations and in the broadcasting industry.	4	Anchor/ Reporter Anchor/ Reporter Lifestyle Show Host Reporter
8	9/8/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at St. Louis Cardinal high school student career day. He spoke about the broadcasting industry, career decisions and job requirements.	1	VP/ GM
9	9/13/2022	Provision of training to management	The SEU 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.	17	VP/ GM Community initiative mgr/ Exec Asst HR Business Admin VP news
10	9/16/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at University of Illinois College. She spoke about broadcasting and career opportunities.	1	Reporter