

KSNC, KSNG, KSNK, KSNL, KSNW**EEO PUBLIC FILE REPORT****February 1, 2018 - January 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
Integrated Digital Specialist	36	36
Meteorologist	36-37	37
Multimedia Reporter/Video Journalist	25	25
Sales Account Executive	10	10
Sales Account Executive	15	15
News Photographer	25, 36, 43, 42	43
Sports Anchor Reporter	25, 37	25
Maintenance Engineer	25, 31, 36	31
Meteorologist	1-8, 10-14, 16, 18-25, 27-28, 30, 32-37, 39-42, 44-46	10
Sales Account Executive	1-8, 10-16, 18-25, 27-28, 30, 32-37, 39-42, 44-46	10
News Producer	1-8, 11-14, 16, 18-25, 27-28, 30, 32-42, 44-46	38
Meteorologist	16, 25, 36-37	37
Anchor/Reporter	16-17, 25, 36-37	17
News Photographer	16, 25, 36, 42	25
News Producer	9, 25, 36-37	9
Multimedia Reporter/Video Journalist	16, 25-26, 36-37	26
Sales Assistant	15-16, 25, 36	15
Sales Assistant	16, 25-26, 36	26
Multimedia Reporter/Video Journalist	15-16, 25, 29, 36-37	29
News Assignment Editor	10, 25, 36	10
Lifestyle Show Producer	10, 15-16, 25, 36	10
Lifestyle Show Host	15-16, 25, 36	15

KSNC, KSNG, KSNK, KSNL, KSNW**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****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	602 Communications 4349 E. Colter St Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : 602communications.com Sandy Lizik Manual Posting	N	0
2	Baker University 7th and Dearborn Baldwin City, Kansas 66006 Phone : (785) 594-8435 Susan Wade Manual Posting	N	0
3	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0
4	Bethel College 300 W 27th St No. Newton, Kansas 67114 Phone : 316-283-2500 Url : http://bethelks.edu Email : marla@bethelks.edu Marla Krell	Y	0
5	Careerbuilder.com LLC 8420 W Bryn Mayr Ave Chicago, Illinois 60631 Phone : 773-527-5698 Url : www.careerbuilder.com Gina Stella Manual Posting	N	0
6	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 ext 312 Url : www.centralchristian.edu/guidance.html Email : Pat.Muntz@centralchristian.edu Pat Muntz	N	0

KSNC, KSNG, KSNK, KSNL, KSNW**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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7	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5287 Url : www.cowley.edu/student/career Email : smithm@cowley.edu Fax : 1-620-441-5350 Meg Smith	N	0
9	Educational Institution	N	1
10	Employee Referral	N	7
11	Emporia State University 1200 Commercial-433 S. Morse Hall Emporia, Kansas 66801 Phone : (620) 341-5407 Url : www.emporia.edu/cdceps/employer.htm Karla Olson Manual Posting	N	0
12	Ft. Hays State University 600 Park St - 120 Heather Hall Hays, Kansas 67601 Phone : (785) 628-4512 Url : www.fhsu.edu/int/ Email : rohlfie@gmail.com Fax : 1-785-628-5098 Ron Rohlf	N	0
13	Garden City Community College 801 Campus Drive Garden City, Kansas 67846 Phone : (620) 276-9500 Email : laura.york@gcccks.edu Laura York	N	0

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14	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3495 Url : www.hutchcc.edu/gc/ Brooks Mantooth Manual Posting	N	0
15	Indeed.com	N	6
16	Internal Review 833 N. Main Street Wichita, Kansas 67203 Phone : 316-292-1121 Email : mdeschner@ksn.com Malea Deschner	N	0
17	Intracompany Transfer	N	1
18	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : judy@kab.net Judy Clouse	N	0
19	KSU A.Q. Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-0721 Url : http://www.jmc.ksu.edu Email : gfreela@ksu.edu Gloria Freeland	N	0
20	Mashable 304 Park Ave S. New York, New York 10010 Phone : 760-692-4135 Url : Mashable.com Daniel Torres Manual Posting	N	0

KSNC, KSNG, KSNK, KSNL, KSNW**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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21	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : (620) 241-8443 Michael Schneider	N	0
22	Medialine.com PO Box 51909 Pacific Grove , California 93950 Phone : 800-237-8073 Mark Shilstone Manual Posting	N	0
23	MediaRecruiter.com 20456 E. Orchard Place Centennial, Colorado Phone : 303-400-5150 Url : MediaRecruiter.com Art Scott Manual Posting	N	0
24	Newman University 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : www.collegecentral.com/newman Sherry Lamm Manual Posting	Y	0
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
26	Nexstar's Facebook Page	N	2
27	Northwest Kansas Technical College 1209 Harrison PO Box 668 Goodland, Kansas 67735 Phone : 785-890-3641 Url : http://nwktc.edu Email : abby.murray@nwktc.edu Abby Murray	N	0

KSNC, KSNG, KSNK, KSNL, KSNW

EEO PUBLIC FILE REPORT

February 1, 2018 - January 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
28	Pittsburg State University 1701 South Broadway Street 202 & 203 Horace Mann Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : http://www.pittstate.edu/ Career Services Manual Posting	N	0
29	Professional/Industry Trade Organization	N	1
30	PromaxBDA 1522e Cloverfield Blvd Santa Monica, California 90404 Phone : 310.789.1525 Url : www.promaxbda.org Emily Little Manual Posting	N	0
31	Re-hire	N	1
32	SER Corporation 1020 N Main St Wichita, Kansas 67203 Phone : 316-264-5372 Email : cbenitez@sercorp.com Fax : 1-316-264-0194 Carol Benitez	N	0
33	Simply Hired 370 San Aleso Ave #200 Sunnyvale, California 94085 Url : www.simplyhired.com James Beriker Manual Posting	N	0
34	Southwestern College 1040 S Rock Rd Wichita, Kansas 67207 Phone : 316-684-5335 Url : http://southwesterncollege.org Fax : 1-316-688-5218 Career Services	N	0

KSNC, KSNG, KSNK, KSNL, KSNW

EEO PUBLIC FILE REPORT

February 1, 2018 - January 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
35	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888 884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	0
36	Station Website 833 N. Main St Wichita, Kansas Url : www.ksn.com Kevin White Manual Posting	N	2
37	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Mark C. Holloway Manual Posting	N	3
38	University of Kansas 2066 Dole Center Lawrence, Kansas 66045 Phone : (785) 864-0608 Url : http://www.ukans.edu Email : utsler@ku.edu Fax : 1-785-864-0614 Max Utsler	N	1
39	UNIVERSITY OF KS CAREER & EMPLOYMENT SERVICES 110 BURGE UNION 1601 IRVING HILL RD. LAWRENCE, Kansas 66045 Phone : 785-864-3624 Email : kucareer@ku.edu Fax : 1-785-864-4572 Ann Hartley	N	0
40	Urban League of Kansas 2418 E 9th St Wichita, Kansas 67214 Phone : 316-262-2463 Email : DBlake@KansasUL.Org Fax : 1-316-262-8841 Desmond Blake	Y	0

KSNC, KSNG, KSNK, KSNL, KSNW**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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41	Washburn University-Mass Media 1700 College-Henderson Learning Ctr Topeka, Kansas 66621 Phone : (785) 670-1010 ext 1450 Url : www.washburn.edu/cas/massmedia/ Recruiter N/A Manual Posting	N	0
42	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : (316) 978-9435 Url : http://www.HireKansasTalent.com Jill Pletcher Manual Posting	N	0
43	Wichita State University 1845 N. Fairmount - 102 Elliott Hall Wichita, Kansas 67260 Phone : (316) 978-3185 Url : www.esc.wichita.edu Email : esc.info@wichita.edu Fax : 1-316-978-3006 Kevin Hager	N	1
44	Wichita Technical Institute 2051 S Meriden Wichita, Kansas 67213 Phone : 316-943-2241 Url : http://wti.edu Email : dbeatson@wti.edu Fax : 1-316-943-5438 David Beatson	Y	0
45	Wichita Workforce 2021 N. Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6827 Url : http://workforce-ks.com Email : mmann@workforce-ks.com Mary Mann	N	0

KSNC, KSNG, KSNK, KSNL, KSNW**EEO PUBLIC FILE REPORT****February 1, 2018 - January 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

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46	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:			31

KSNC, KSNB, KSNK, KSNL, KSNW
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/5/2018	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program. The SEU hosted two (2) interns in the 2018 spring semester from Newman University and The Conservatory of Recording Arts and Sciences; one (1) intern in the 2018 summer semester from the University of Oklahoma; and one (1) intern in the 2018 fall semester from Newman University. Internships provide students with real-life work experience in the broadcast industry.	3	News Director Assistant News Director Production Manager
2	3/8/2018	Participation in Job Fairs	The SEU participated at the Kansas State University Job (Career) Fair. SEU personnel were able to meet with students and discuss job vacancies and the broadcasting industry.	1	News Director
3	3/12/2018	Participation in Job Fairs	The SEU participated at the Fort Hays State University Virtual Job (Career) Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
4	4/9/2018	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker in the El Dorado High School Futures Fair. SEU personnel spoke about careers in journalism.	1	Anchor/Reporter
5	4/11/2018	Participation in events sponsored by community groups	The SEU attended the Cowley County Economic Development Career Expo to talk to students about careers in television broadcasting. During the event, the SEU had a booth where students could see demonstrations related to weather forecasting and discuss opportunities for a career in meteorology.	1	Weather Anchor
6	7/18/2018	Participation in other activities designed by the station employment unit	The SEU hosted a tour for Haysville Middle School students. The tour included a discussion about careers in broadcasting.	3	News Director Assistant News Director Chief Meteorologist
7	8/3/2018	Participation in other activities designed by the station employment unit	The SEU hosted a tour for members of the Envision Workforce Alliance. During the tour, blind/visually-impaired participants were able to do a mock newscast using transcripts that had been transcribed into braille.	4	Creative Services Director Weather Anchor Reporter Director

KSNC, KSNG, KSNK, KSNL, KSNW
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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8	9/8/2018	Participation in events sponsored by community groups	The SEU participated in the 2018 Frontiers in Flight Air Show. The SEU hosted an exhibit booth as part of the STEM education portion of the Air Show. SEU personnel were able to demonstrate different weather aspects to visitors.	4	Creative Services Director Chief Meteorologist Meteorologist Promotions Producer
9	10/17/2018	Participation in events or programs sponsored by educational institutions	The SEU participated as a speaker at the Wichita State University Elliott School of Communications Alumni banquet.	2	Chief Meteorologist Assistant News Director
10	12/19/2018	Participation in events or programs sponsored by educational institutions	SEU personnel spoke to students at Goddard Elementary about weather forecasting in Kansas	1	Chief Meteorologist