

KSNC, KSNG, KSNK, KSNL, KSNW
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
MultiMedia Journalist	1, 3-17	12
News Producer	1, 4, 7, 9-10, 12-17	13
Promotions Producer	1, 4-5, 7, 9-10, 12-17	5
Sales Account Executive	1, 4, 7, 9-10, 12-17	13
Content Promotion Producer	1, 4, 7, 9-10, 12-17	12
News Anchor/MMJ	1, 4, 6-17	12
Multimedia Journalist Reporter	1-2, 4-5, 7-17	8
Multimedia Journalist Reporter	1-2, 4-5, 7-17	12
News Producer	1, 4, 7, 9-17	11
Chief Photographer	1, 4, 6-10, 12-17	6
Sports Director	1, 3-4, 6-7, 9-17	6
Meteorologist	1, 4, 7, 9-17	12
Video Editor/Photojournalist	1-2, 4-5, 7, 9-17	5
Administrative - Sales Assistant	1, 4, 7, 9-10, 12-17	12
Administrative - Sales Assistant	1, 4, 7, 9-16	12
Sales Account Executive	1, 4, 7, 9-10, 12-17	13
News & Sports Reporter/MMJ	1, 4, 7, 9-17	11
Lifestyle Show Host	1, 4, 7, 9-10, 12-17	13
Sales Account Executive	1, 4, 7, 9-17	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Baker University 7th and Dearborn Baldwin City, Kansas 66006 Phone : (785) 594-8435 Email : macy.warburton@bakeru.edu Macy Warburton	N	0
2	Educational Institution	N	2
3	Employee Referral	N	2
4	Ft. Hays State University 600 Park St - 120 Heather Hall Hays, Kansas 67601 Phone : (785) 628-4512 Url : www.fhsu.edu/int/ Email : rohlfi@gmail.com Fax : 1-785-628-5098 Ron Rohlf	N	0
5	Indeed.com	N	7
6	Internal Promotion	N	6
7	Internal Review 833 N. Main Street Wichita, Kansas 67203 Phone : 316-292-1121 Email : mdeschner@ksn.com Malea Deschner	N	0
8	Intracompany Transfer	N	4
9	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : allison@kab.net Allison Mazzei	N	0
10	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 Jana Thomas	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
11	Linked In	N	27
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	39
13	Station Website 833 N. Main St Wichita, Kansas Url : www.ksn.com Kevin White Manual Posting	N	13
14	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark C. Holloway	N	0
15	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
16	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

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17	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:			100

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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	Ongoing Event	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	2/9/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at Wichita State University. She spoke about solutions-based journalism, internships and job opportunities.	1	News Director
3	2/24/2022	Participation in Job Fairs	The SEU participated at the Kansas State University Career Fair. SEU personnel met with potential job applicants.	1	News Director
4	3/2/2022	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a group of Wichita State University journalism students for a tour of station. SEU personnel answered questions and spoke about job qualifications and careers at the station and in the broadcast industry.	1	News Director
5	3/3/2022	Participation in Job Fairs	The SEU participated at the University of Kansas Career Fair. SEU personnel met with potential job applicants.	1	News Director
6	Ongoing Event	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a mentor to a Wichita State University, Elliott School of Communication student. Personnel met virtually with the student for 30 minutes monthly during the fall semester to critique journalism projects submitted by the student.	1	Anchor
7	9/7/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the Wichita State University journalism department. She spoke about career decisions and job requirements.	1	News Director
8	10/11/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated in a Wichita State University Communications Department panel discussion for job recruiting and guidance allowing students to receive feedback on their interviewee skills.	1	News Director
9	10/20/2022	Participation in Job Fairs	The SEU participated at the University of Kansas Job Fair. SEU personnel met with potential job applicants.	1	News Director

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10	11/14/2022	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a group of McPherson High School journalism students for a tour of station. SEU personnel answered questions and spoke about job qualifications and careers at the station and in the broadcast industry.	1	News Director
11	11/29/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before Maize High School Career Academy media program. He spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	Anchor
12	1/20/2023	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.	8	General Manager News Director Director of Sales Business Administrator