

KSNC, KSNG, KSNK, KSNL, KSNW**EEO PUBLIC FILE REPORT****February 1, 2019 - January 31, 2020**

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
News Producer	1-6, 9-12, 14, 17-24, 26-27, 29-32, 34-40	24
Meteorologist	1-7, 9-12, 14, 17-18, 20, 22-24, 26-27, 29-32, 34-35, 37-40	32
Sales Account Executive	1-6, 8-12, 14, 17-20, 22-24, 26-27, 29-32, 34-35, 37-40	19
Sales Account Executive	1-6, 8-12, 14, 17-20, 22-24, 26-27, 29-32, 34-35, 37-40	19
Anchor/Reporter	1-6, 9-12, 14, 17-18, 20, 22-24, 26-32, 34-35, 37-40	28
Multimedia Journalist	1-6, 9-12, 14-15, 17-18, 20, 22-24, 26-27, 29-32, 34-35, 37-40	24
Sales Account Executive	1-6, 9-12, 14, 17-18, 20, 22-24, 26-32, 34-35, 37-40	31
Multimedia Journalist	1-6, 8-14, 17-20, 22-27, 29-32, 34-35, 37-40	8
Multimedia Journalist	1-6, 8-14, 17-20, 22-27, 29-32, 34-35, 37-40	24
Digital Content Producer	1-2, 4-6, 8-15, 17-20, 22-24, 26-27, 29-32, 34-35, 38-40	19
Integrated Digital Specialist	1-2, 4-6, 9-11, 13-14, 17-18, 20, 22-24, 26-27, 29-32, 34-35, 38-40	24
Lifestyle Show Host/Producer	1-2, 4-6, 9-11, 14, 16-18, 20, 22-27, 29-32, 34-35, 38-40	32
Digital MMJ	1-2, 4-6, 9-11, 13-14, 16-20, 22-24, 26-27, 29-35, 38-40	19
Digital MMJ	1-2, 4-6, 9-11, 13-14, 16-20, 22-24, 26-27, 29-35, 38-40	19
Digital MMJ	1-2, 4-6, 9-11, 13-14, 16-20, 22-24, 26-27, 29-35, 38-40	33
Digital News Producer	1-2, 4-6, 8-14, 17-18, 20, 22-24, 26-27, 29-32, 34-35, 38-40	8
News Producer	1-2, 4-6, 9-12, 14-15, 17-20, 22-24, 26-27, 29-32, 34-35, 38-40	15
Digital Ad Operations Coordinator	1-2, 4-6, 9-14, 17-20, 22-24, 26-27, 29-32, 34-35, 38-40	13
Promotions Producer	1-2, 4-6, 8-12, 14, 17-18, 20, 22-24, 26-27, 29-32, 34-35, 38-40	8

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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	Baker University 7th and Dearborn Baldwin City, Kansas 66006 Phone : (785) 594-8435 Email : susan.wade@bakeru.edu Susan Wade	N	0
2	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
3	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
4	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
5	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Educational Institution	N	1
8	Employee Referral	N	7
9	Emporia State University 1200 Commercial-433 S. Morse Hall Emporia, Kansas 66801 Phone : (620) 341-5407 Url : www.emporia.edu/cdceps/employer.htm Email : kolson@emporia.edu Karla Olson	N	0
10	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
11	Garden City Community College 801 Campus Drive Garden City, Kansas 67846 Phone : (620) 276-9500 Email : laura.york@gcccks.edu Laura York	N	0
12	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3495 Url : www.hutchcc.edu/gc/ Email : careerzone@hutchcc.edu Brooks Mantooth	N	0
13	Indeed.com	N	7
14	Internal Review 833 N. Main Street Wichita, Kansas 67203 Phone : 316-292-1121 Email : mdeschner@ksn.com Malea Deschner	N	0
15	Job Fair	N	3
16	Job/Bulletin Board	N	2

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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
17	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : judy@kab.net Judy Clouse	N	0
18	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
19	Linked In	N	11
20	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 : 1-620-241-8443 Michael Schneider	N	0
21	Medialine.com PO Box 51909 Pacific Grove , California 93950 Phone : 800-237-8073 Email : mark@medialine.com Mark Shilstone	N	0
22	MediaRecruiter.com 20456 E. Orchard Place Centennial, Colorado Phone : 303-400-5150 Url : MediaRecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
23	Newman University 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : www.collegecentral.com/newman Sherry Lamm Manual Posting	Y	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
24	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	15
25	Nexstar's Facebook Page	N	2
26	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
27	Pittsburg State University 1701 South Broadway Street 202 & 203 Horace Mann Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : http://www.pittstate.edu/ Email : careers@pittstate.edu Career Services	N	0
28	Professional/Industry Trade Organization	N	2
29	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
30	Southwestern College 1040 S Rock Rd Wichita, Kansas 67207 Phone : 316-684-5335 Url : http://southwesterncollege.org Email : webmaster@sckans.edu Fax : 1-316-688-5218 Career Services	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
31	Station Website 833 N. Main St Wichita, Kansas Url : www.ksn.com Kevin White Manual Posting	N	2
32	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	4
33	Twitter	N	1
34	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
35	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
36	Washburn University-Mass Media 1700 College-Henderson Learning Ctr Topeka, Kansas 66621 Phone : (785) 670-1010 ext 1450 Url : www.washburn.edu/cas/massmedia/ Email : massmedia@washburn.edu Recruiter N/A	N	0
37	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : (316) 978-9435 Url : http://www.HireKansasTalent.com Email : jill.pletcher@wichita.edu Jill Pletcher	N	0

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38	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
39	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
40	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:			57

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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	2/14/2019	Participation in events or programs sponsored by educational institutions	SEU personnel led a webinar for Kansas State University School of Journalism discussing multi-platform journalism and current career expectations.	1	News Director
2	2/20/2019	Participation in Job Fairs	SEU participated at the Fort Hays State University Job (Career)Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Reporter
3	2/20/2019	Participation in Job Fairs	The SEU participated at the University of Missouri Columbia 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	2/21/2019	Participation in Job Fairs	The SEU participated at the University of Missouri Columbia 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
5	3/1/2019	Participation in Job Fairs	The SEU participated at the University of Oklahoma Meteorology Job (Career) Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Chief Meteorologist
6	3/5/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated in a Kansas State University School of Journalism meet-up. She spoke about career decisions and job requirements.	1	News Director
7	3/7/2019	Participation in Job Fairs	The SEU participated at the University of Kansas Journalism 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
8	4/2/2019	Participation in Job Fairs	The SEU participated at the University of Kansas Job (Career)Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	General Manager

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9	6/6/2019	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 one (1) intern in the 2019 summer semester from Pittsburg State University; and one (1) intern 2019 fall semester from Wichita State University.</p>	3	Anchor Anchor Director News Director
10	10/24/2019	Participation in Job Fairs	The SEU participated at the University of Kansas Journalism 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
11	11/12/2019	Participation in events or programs sponsored by educational institutions	SEU hosted a seminar with Newman University journalism students to discuss broadcast industry expectations and internships.	4	News Director Chief Meteorologist Anchor Anchor
12	11/19/2019	Participation in events or programs sponsored by educational institutions	SEU personnel led a webinar for Kansas State University School of Journalism discussing multi-platform journalism and current career expectations.	1	News Director