

**KSNC, KSNG, KSNK, KSNL, KSNW**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 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
Digital MMJ/Producer	1, 5-7, 9, 12-13, 15, 17-21	17
Sports Director	1, 4-6, 8-9, 12-15, 17-21	14
Digital Ad Operations Coordinator	1, 5-7, 9, 12-15, 17-21	7
News Producer	1, 5-7, 9, 12-15, 17-21	14
Account Executive	1, 4-6, 9, 12-15, 17-21	14
Meteorologist	1, 5-6, 9, 12-13, 15, 17-21	19
Digital MMJ/Producer	1, 5-7, 9-15, 17-21	11
Special Projects Coordinator	1-2, 5-6, 9, 12-15, 17-21	14
Anchor/MMJ	1, 5-6, 8-9, 12-15, 17-21	8
Account Executive	1, 4-6, 9, 12-15, 17-21	4
News Producer	1, 5-7, 9, 12-15, 17-21	6
Local Sales Manager	1, 5-6, 9, 12-15, 17-21	14
MultiMedia Journalist	1, 4, 6-7, 9-10, 12-15, 17-21	10
Digital News Producer	1, 6-7, 9-10, 12-15, 17-21	17
IT System Technician	1-2, 6, 9, 12-21	16
Newscast Director	1, 6-9, 12-13, 15, 17-21	8
News Anchor	1, 6, 8-9, 12-13, 15, 17-21	15
News MMJ/Producer	1, 3-4, 6, 9, 12-15, 17-21	4
Sports Anchor/Reporter	1, 3, 6, 8-10, 12-15, 17-21	15
Special Projects Coordinator	1, 6-9, 12-15, 17-21	8
Account Executive	1, 6, 9, 12-15, 17-21	14
News Anchor	1, 4, 6, 8-9, 12-15, 17-21	15
Lifestyle Show Host	4, 8, 10, 14-15, 17, 21	14

The Stations current reporting term covers February 1, 2021 - January 31, 2022  
 DELETED on June 25, 2021 - RS#5/Emporia State University

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nextar.tv job vacancy notices without contacting or corresponding with Nexstar.

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Baker University 7th and Dearborn Baldwin City, Kansas 66006 Phone : (785) 594-8435 Email : susan.wade@bakeru.edu Susan Wade	N	0
2	CareerBuilder.com	N	2
3	Educational Institution	N	2
4	Employee Referral	N	7
5	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
6	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	1
7	Indeed.com	N	18
8	Internal Promotion	N	11
9	Internal Review 833 N. Main Street Wichita, Kansas 67203 Phone : 316-292-1121 Email : mdeschner@ksn.com Malea Deschner	N	0
10	Intracompany Transfer	N	6
11	Job Fair	N	1
12	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : michelle@kab.net Michelle Richeson	N	0

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13	KSU A.Q. Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-0721 Url : <a href="http://www.jmc.ksu.edu">http://www.jmc.ksu.edu</a> Email : <a href="mailto:gfreela@ksu.edu">gfreela@ksu.edu</a> Jana Thomas	N	0
14	Linked In	N	33
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	27
16	Re-hire	N	1
17	Station Website 833 N. Main St Wichita, Kansas Url : <a href="http://www.ksn.com">www.ksn.com</a> Kevin White Manual Posting	N	3
18	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark C. Holloway	N	1
19	UNIVERSITY OF KS CAREER & EMPLOYMENT SERVICES 110 BURGE UNION 1601 IRVING HILL RD. LAWRENCE, Kansas 66045 Phone : 785-864-3624 Email : <a href="mailto:kucareer@ku.edu">kucareer@ku.edu</a> Fax : 1-785-864-4572 Ann Hartley	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
20	Wichita Workforce 2021 N. Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6827 Url : <a href="http://workforce-ks.com">http://workforce-ks.com</a> Email : <a href="mailto:mmann@workforce-ks.com">mmann@workforce-ks.com</a> Mary Mann	N	0
21	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>114</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/4/2021	Participation in Job Fairs	The SEU participated at the University of Kansas Job Fair. SEU personnel met with potential job applicants.	1	News Director
2	3/18/2021	Participation in Job Fairs	The SEU participated at the Kansas State University Job Fair. SEU personnel met with potential job applicants.	1	News Director
3	4/13/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before a Kansas State University public relations class. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Director
4	6/1/2021	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, sports and weather. The SEU hosted three (3) interns, from Kansas State University and the University of Kansas , during the 2021 Summer Semester.	2	News Director Anchor
5	8/25/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before a Wichita State University public relations class. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	1	News Director
6	9/14/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before a Wichita State University public relations class. She spoke about job qualifications and careers and opportunities at the station and within the broadcast industry.	2	News Director Anchor
7	9/16/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as mock interviewers with Fort Hays State University allowing students to receive feedback on their interviewee skills	1	News Director
8	9/27/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the Wichita State University KS Scholastic Press Association. [He/she spoke about career decisions and job requirements.]	1	News Director
9	10/21/2021	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	12/1/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the Wichita State University School of Journalism. [He/she spoke about career decisions and job requirements.]	1	News Director
11	1/5/2022	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.	8	General Manager News Director Sales Manager Digital Content Manager