

KOIN, KRCW
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
Reporter / Anchor	1, 3, 6-9, 11-13	3
Evening Newscast Anchor	2, 4, 7-9, 11-13	2
Digital Multimedia Journalist	7-9, 11-13	8
Executive News Producer	2, 4, 7-9, 11-13	2
News Producer	3, 6-9, 11-13	3
News Producer	3, 6-9, 11-13	3
News Videographer	3, 6-9, 11, 13	6
Account Executive (KOIN/KRCW)	2-3, 6-13	2
Account Executive (KOIN/KRCW)	2-3, 6-13	6
Account Executive (KOIN/KRCW)	2-3, 6-13	10
Account Executive (KOIN/KRCW)	2-3, 6-13	3
News Video Editor	3, 6-9, 11-13	6
Digital Account Executive	2, 7-9, 11-13	2
Maintenance Engineer	4, 7-9, 11-13	4
Digital Enterprise Reporter/MMJ	3-4, 7-9, 11-13	3
Digital Enterprise Reporter/MMJ	3-4, 7-9, 11-13	4
News Videographer	3, 6-9, 11-13	3
News Producer	2, 7-9, 11-13	2
Digital Content Producer	3, 5, 7-9, 11-13	3
News Video Editor	3, 7-9, 11-13	3
News Reporter	3, 6-9, 11-13	6

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.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	1
2	Employee Referral	N	6
3	Indeed.com	N	15
4	Internal Promotion	N	5
5	Intracompany Transfer	N	1
6	Linked In	N	12
7	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
9	Oregon Association of Broadcasters 13500 SW Pacific Hwy, 58-225 Suite 140 Portland, Oregon 97223 Phone : 503 443 2299 Url : http://www.theoab.org Email : theoab@theoab.org John Tamerlano	Y	0
10	Re-hire	N	1
11	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	0
12	Washington Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Url : www.wsab.org Email : kshipman@wsab.org Career Services	N	0

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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
13	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:			45

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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 Oregon Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	9/17/2021	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.	14	General Manager Director of Sales Chief Engineer News Director