

KOIN, KRCW
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Producer	2, 6, 8-9, 12-14	2
Digital Content Producer	2, 6, 8-9, 12-14	2
Assignment Editor	2, 5-6, 8-9, 12-14	2
Commercial Producer	3, 6, 8-9, 11-14	8
Account Executive (KOIN/KRCW)	2, 5-6, 8-9, 11-14	11
Sports Producer – Full Time	2-3, 6, 8-9, 12-14	3
Ignite Director	5-6, 8-9, 12-14	5
News Videographer	2, 5-6, 8-9, 12-14	5
News Videographer	2, 5-6, 8-9, 12-14	2
Anchor/Host	2, 4-6, 8-9, 11-14	4
Lifestyle Show Producer	2, 5-6, 8-9, 12-14	5
News Producer KOIN/KRCW	4-6, 8-9, 12-14	5
News Producer KOIN/KRCW	4-6, 8-9, 12-14	4
Sales Assistant	5-6, 8-9, 12-14	5
Audience Development Manager	3, 6, 8-9, 12-14	3
Digital Content Producer	2, 5-9, 12-14	5
Assignment Editor	2, 6, 8-9, 12-14	2
Creative Services Director	2-3, 5-9, 12-14	8
News Videographer	2, 5, 7-9, 12-14	5
News Videographer	2, 5, 7-9, 12-14	2
Ignite Director	7-9, 12-14	8
News Reporter	1, 4-5, 7-9, 12-14	4
News Reporter	1, 4-5, 7-9, 12-14	4
Sales Assistant	2, 5, 7-9, 11-14	2
Sales Assistant	2, 5, 7-9, 11-14	5
Sales Assistant	2, 5, 7-9, 11-14	11
News Video Editor	2, 5, 7-9, 12-14	2

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Producer	2, 5, 7-9, 12-14	5
Account Executive (KOIN/KRCW)	2, 5, 7-9, 12-14	8
Assignment Desk Editor	5, 7-9, 12-14	8
Sports Anchor/Reporter (Full Time)	5, 7-9, 11-14	12
Digital Reporter	5, 7-9, 12-14	8
Digital Reporter	5, 7-9, 12-14	5
Broadcast Engineer	7-10, 12-14	10
News Video Editor	2, 5, 7-9, 12-14	2

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.

RS #7/NABET was added January 2022.

RS #10/Society of Broadcast Engineers – has indicated they only want to receive vacancy information for Engineering positions at the Stations.

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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	Indeed.com	N	25
3	Internal Promotion	N	5
4	Intracompany Transfer	N	4
5	Linked In	N	39
6	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
7	NABET 501 3rd St NW Washington DC, District of Columbia 20001 Phone : 202 434-1254 Url : http://www.nabetcwa.org Email : jfabrizi@cwa-union.org Jodi Fabrizio-clontz	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	15
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	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, Indiana 46260 Phone : (503) 977-7752 Url : www.sbe.org Everett Helm Manual Posting	N	1
11	Station's Facebook Page	N	5

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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
12	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	1
13	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
14	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:			96

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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 and the Washington Association of Broadcasters, media/trade organizations with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	11/17/2021	Participation in Job Fairs	The SEU participated at the Media Communications Major career fair at Oregon State University. SEU personnel were able to meet with students to discuss vacancies at the Stations and in broadcasting and digital media.	1	Digital Director
3	4/13/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the Early College High School. He spoke to students regarding careers in broadcasting and digital media, and about career decisions and job requirements.	1	General Manager
4	5/21/2022	Participation in events sponsored by organizations representing the community	SEU personnel attended the Asian American Journalists Association Networking event. She was a panelist for the event speaking about careers in the broadcast and digital media to BIPOC journalists.	1	News Anchor
5	6/27/2022	Establishment of an intern program designed to assist members of the community	The SEU an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. During the Summer 2022 session the station hosted 1 student from Occidental College.	2	Sports Director News Director
6	9/13/2022	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.	14	VP/GM Director of Sales News Director Chief Engineer