

KOIN, KRCW
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 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
News Videographer	6-9, 11-13	6
Digital Content Producer	1, 3, 6-9, 11-13	1
Account Executive	6-9, 11-13	8
News Video Editor	1, 5-9, 11-13	5
Director of Sales	4, 6-9, 11-13	4
Creative Services Director	4, 6-9, 11-13	4
News Photographer/Videographer	3, 7-9, 11-13	3
Meteorologist	2-3, 6-9, 11-13	2
Account Executive	6-9, 11-13	6
News Producer	5, 7-9, 11-13	5
Local Sales Manager	6-9, 11-13	8
Creative Services Photog/Editor/Floor Director	7-13	10
Digital Content Producer	3, 6-9, 11-13	6
Creative Services Producer	6-9, 11-13	6
News Videographer	5, 7-9, 11-13	5
Traffic Coordinator	3, 6-9, 11-13	3
Account Executive	6-9, 11-13	8
Digital Content Producer	3, 6-9, 11-13	6
Digital Reporter	3-4, 6-9, 11-13	4
Digital Reporter	3-4, 6-9, 11-13	4
News Reporter	6-9, 11-13	6
Assignment Desk Editor	3, 6-9, 11-13	3
News Producer	3, 6-9, 11-13	6

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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	2
2	Employee Referral	N	2
3	Indeed.com	N	11
4	Internal Promotion	N	4
5	Intracompany Transfer	N	3
6	Linked In	N	52
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	27
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	Station's Facebook Page	N	2
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

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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	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
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:			103

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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	1/1/2023	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. The SEU hosted one (1) intern from the University of Portland 2023 Spring Semester, and one (1) student from the Ohio State University during the Summer Semester.	4	VP/GM Director of Sales Host "Everyday Northwest" Producer "Everyday Northwest"
3	1/27/2023	Participation in events or programs sponsored by educational institutions	SEU personnel took part in a Q&A Panel at the University of Oregon School of Journalism, Thrive: A 2023 Career Inspiration Panel. SEU personnel spoke to students about jobs at the SEU, careers in the media, media trends, and work/life balance.	1	Digital Reporter
4	2/9/2023	Participation in events or programs sponsored by educational institutions	SEU personnel took part in a panel discussion at Pacific University regarding Women in Leadership. SEU personnel spoke to students about careers in the media, women in leadership in the workplace and the community.	1	News Anchor/Reporter
5	9/25/2023	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.	17	VP/GM DOS News Director Director of Technology