

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Master Control Operator FT	2, 4-9, 12-14, 20-22, 25-27, 29-35, 40-41, 43-46, 48	44
Research Coordinator/Sales Assistant	4-10, 13-14, 20-21, 26-27, 30-31, 33-35, 40-41, 43-44, 46	10
Technician, Production (NE)	2, 4-9, 13-14, 16, 18, 20-22, 26-27, 29, 31, 33-35, 40-41, 43-44, 46, 48	18
Producer, Digital Content (NE)	2, 4-9, 13, 18, 20-22, 26-27, 29, 31, 33-37, 40-41, 43-44, 46, 48	18
Technician, Production (NE)	2, 4-9, 13, 16, 18, 20-22, 26-27, 29, 31, 33-35, 40-41, 43-44, 46, 48	18
FT Receptionist /News Administration (NE)	2, 4-9, 13-14, 20-22, 24-27, 29-31, 33-35, 39-44, 46, 48	39
Account Executive	2-10, 13-14, 20-22, 24, 26-27, 29-31, 33-35, 40-44, 46, 48	10
Photographer	3-9, 13-14, 20-21, 24, 26-27, 29-31, 33-35, 40-44, 46-48	47
FT Operations Technician	3-10, 12-14, 20-21, 24, 26-27, 29-35, 40-46, 48	10
Multi Media Journalist	1, 4-9, 11, 13-14, 20-21, 26-27, 29-31, 33-35, 40-41, 43-44, 46, 48	1
Sales Assistant	3-10, 13-14, 20-21, 24, 26, 29-32, 34-35, 40-44, 46, 48	32
Newscast Producer	4-9, 13-14, 20-21, 26-27, 30-31, 34-35, 40-41, 43-44, 46, 48	44

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Editor_320485	4-10, 13-14, 16, 18, 20-21, 26-27, 29, 31-32, 34-35, 43-44, 46, 48	18
Reporter, Investigative	3-10, 13-14, 20-21, 24, 26-27, 29-31, 34-35, 40-44, 48	10
Chief Photographer	3-10, 13-14, 17, 20-21, 24, 26-27, 29-31, 34-35, 40-44, 48	10
Meteorologist	3-6, 8-9, 13-14, 16, 20-21, 24, 26-31, 34-35, 40-44, 48	28
Account Executive	3-6, 8-10, 13-14, 20-21, 24, 26-27, 29-31, 34-35, 40-44, 48	44
Producer	4-6, 8-9, 13-14, 20-21, 23, 26-27, 29-31, 34-35, 40-41, 43-44, 48	23
Producer	4-6, 8-9, 11, 13-14, 20-21, 26-27, 29-31, 34-35, 40-41, 43-44, 48	44
Producer, Promotion	5-6, 8-9, 13-14, 19-21, 26-27, 29-31, 34-35, 40-41, 43-44, 48	44
Producer	5-6, 8-9, 13-14, 20-21, 26-27, 29, 31, 34-35, 43-44, 48	43
Newscast Director	5-6, 8-9, 13-14, 20-21, 26-27, 29, 31, 34-35, 43-44, 48	44
Reporter/MMJ	5-6, 8-9, 13, 20-21, 26-27, 29, 31, 34-35, 43-44, 48	44
Operations Technician	5-6, 8-10, 13-14, 20-21, 26-27, 29-31, 34-35, 38, 40-44, 48	43
Operations Technician	5-6, 8-10, 13-14, 20-21, 26-27, 29-31, 34-35, 38, 40-44, 48	44
Assistant, Sales (NE)	3, 5-6, 8-10, 13-15, 20-21, 24, 26-27, 29-31, 34-35, 38, 40-44, 48	44
Account Executive	3, 5-6, 8-10, 13-14, 20-21, 24, 26-27, 29-31, 34-35, 40-44, 48	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Arapahoe Community College 5900 S Santa Fe Drive Littleton, Colorado 80120 Phone : 303-797-4222 Career Services Manual Posting	N	0
3	Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4773 Email : shoiland@aii.edu Fax : 1-303-824-4772 Shannon Hoiland	Y	0
4	Center for People with Disabilities 1675 Range St. Boulder, Colorado 80301 Phone : 303-442-8662 Url : http://cpwd-ilc.org Fax : 1-303-442-0502 Career Services	N	0
5	Colorado College 14 E. Cache La Poudre St Colorado Springs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Fax : 1-719-389-6804 Geoff Falin	N	0
6	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	Y	0
7	Community College of Aurora 16000 E. Centre Tech Pkwy. Aurora, Colorado 80011 Phone : 303-360-4952 Email : robert.burnett@ccaaurora.edu Robert Burnett	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
8	Discovery Job Network, Inc. 8035 S. Quebec Centennial, Colorado 80012 Phone : 303-220-3384 Email : djn2@stthomasmore.org Fax : 1-303-220-3385 Liz Stelloh	Y	0
9	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Sherry Giron	N	0
10	Employee Referral	N	11
11	EntertainmentCareers.net 914 S. Barrington Los Angeles, California 90049 Phone : 310-442-0200 Url : http://entertainmentcareers.net Brad Hall Manual Posting	N	0
12	Former Employee	N	2
13	Gay, Lesbian, Bisexual, Transgender Ctr of Colo PO Box 9798 Denver, Colorado 80209 Phone : 303-733-7742 Url : http://coloradoglb.org Fax : 1-303-282-9399 Rahn Anderson	N	0
14	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	1
15	Indeed.com	N	1
16	Internal Candidate	N	11
17	Internal Posting (Current Employee)	N	1

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18	Internal Transfer/Promotion	N	4
19	IRE (Investigative Reporters & Editors) 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Amy Johnston Manual Posting	N	0
20	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
21	Kansas State University Kansas State University Manhattan, Kansas 66506 Phone : 7855326011 Email : gfreela@ksu.edu Gloria Freeland	Y	0
22	Kansas State University Kansas State University Manhattan, Kansas 66506 Phone : 7855326890 Gloria Freeland Manual Posting	N	0
23	Linked In	N	1
24	Mi Casa Resource Center 360 Acoma St Denver, Colorado 80223 Phone : 303-539-5648 Email : avolcker@micasaresourcecenter.org Fax : 1-303-595-0422 Ann Volcker	Y	0
25	National Academy of TV Arts & Sciences 2140 S. Ivanhoe St., Suite G-3. Denver, Colorado 80222-5748 Phone : 303-722-0916 Url : www.emmyawards.tv Email : office@emmyawards.tv Fax : 1-303-722-0924 Audrey Elling	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
26	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
27	NEWSED: Comm Development Corp. 901 W 10th Ave Denver, Colorado 80204 Phone : 303-534-8342 Url : http://www.newsed.org Email : vbarela@newsed.org Fax : 1-303-534-7418 Veronica Barela	N	0
28	Non-Employee Referral	N	1
29	Northeast Women's Center 4821 E. 38th Ave. Denver, Colorado 80207 Phone : 303-355-3486 Email : newc4821@hotmail.com Hazel Whitsett	N	0
30	Ohio Center for Broadcasting/Colorado Media School 404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0
31	Only the Strong FOundation Denver Denver, Colorado Email : marcus@onlythestrong.foundation Marcus Jackson	Y	0
32	Other Source	N	6
33	Paralyzed Veterans of America - Mountain State Chap 12200 E Iliff Ave 107 Aurora, Colorado 80014 Phone : 303-597-0038 Email : info@mscpva.org Fax : 1-303-597-0039 James W. Sack	N	0

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34	Red Rocks Community College 13300 W. 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6389 Email : nancy.carlson@rrcc.edu Nancy Carlson	N	0
35	Seniors! Inc. 5840 E. Evans Denver, Colorado 80222 Phone : 303-300-6900 Url : http://seniorsinc.org Fax : 1-303-300-6950 Bill Hammer	N	0
36	Society for News Design (SND) 424 E Central Blvd Orlando, Florida 35801 Phone : 407-420-7748 Url : www.office.snd.org Web source Web Source Manual Posting	N	0
37	Spots 'N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : www.spotsndots.com Emily McKay Manual Posting	N	0
38	State of CO Division of Vocational Rehabilitation 2211 W Evans Ave, Bldg A Denver, Colorado 80223 Phone : (303) 866-3297 Email : Joy.Caine@state.co.us Fax : 1-303-866-3419 Joy Caine	N	0
39	Station Website	N	5
40	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	0

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41	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	0
42	The Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4881 Email : kechter-wright@aii.edu Kate Wright	N	0
43	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	2
44	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	20
45	Unknown Referral Source	N	6
46	Urban League of Metro Denver 2015 York St. Denver, Colorado 80205 Phone : 303-377-2790 Url : http://denverurbanleague.org Email : info@denverurbanleague.org Fax : 1-303-377-2794 Landri Taylor	N	0
47	Walk In	N	14
48	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:			87

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	12/4/2018	Participation in events sponsored by community groups	SEU personnel attended Pro Day at MSU in Denver. Students were interviewed and given feedback on resumes and interview skills. Provided guidance on how and where to apply for available positions.	1	News Operations Director
2	1/14/2019	Participation in Job Fairs	The SEU participated at a Virtual job fair with Colorado Broadcasters Association. All postings were provided to CBA for the virtual job fair. It was accessible for five days for candidates to review and submit resumes. Twice a day, a spot was run on KDVR and KWGN advertising the job fair.	3	Human Resources Mgr Creative Services Manager Programming manager
3	5/1/2019	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 two (2) interns from the University of Colorado, during the 2019 Summer Semester.	3	HR Manger News Director Chief Editor
4	6/27/2019	Participation in Job Fairs	The SEU participates at the Job Fair at Colorado Outlaws. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	HR Manager Executive Assistant
5	8/7/2019	Participation in Job Fairs	The SEU participated at the NABJ Job Fair. SEU personnel were able to meet with applicants and discuss vacancies at the Stations and in the broadcasting industry.	3	HR Manager Recruiter News Director
6	8/8/2019	Participation in Job Fairs	The SEU participated at the Job Fair at Colorado Media School. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Executive Assistant Editor Manager
7	11/4/2019	Participation in Job Fairs	The SEU participated at the Virtual Job fair with the Colorado Broadcasters Association.	1	Human Resources Manager

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8	11/15/2019	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 Division of Workforce Development and Gay, Lesbian, Bisexual, Transgender Center of Colorado.	1	Human Resources Manager