

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 1, 2021 - November 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	2-3, 7, 9-11, 13, 16, 18	7
4PM Co-Anchor/Reporter	3-4, 6, 9, 11, 13, 15-16, 18	6
Producer	2-3, 9-11, 13, 16, 18	13
Digital Sales Coordinator	3, 6, 9, 11, 13, 16, 18	6
Editor	2-3, 5, 9, 11, 13, 16, 18	5
MMJ	2-3, 9-11, 13, 16, 18	13
Promotions Producer	2-3, 5, 9-10, 13, 16, 18	13
Sales Account Executive	2-3, 8-10, 13, 16, 18	10
Sales Account Executive	2-3, 6, 8-9, 13, 16, 18	6
Senior Account Executive	2-3, 8-9, 13, 16, 18	13
Sales Assistant	2-3, 9-10, 12-13, 16-18	10
Lifestyle Show Host/MMJ	2-3, 9, 13, 16, 18	13
News Editor	2-5, 9, 13, 16, 18	5
Lifestyle MMJ	2-3, 6-7, 9-10, 13, 16, 18	6
Sport MMJ/Producer	2-3, 9-10, 13, 16, 18	10
Producer	2-3, 7, 9-10, 13, 16, 18	7
Sports Anchor - MMJ	2-3, 5, 7, 9-10, 12-13, 16-18	5
Producer	2-3, 5, 9-10, 12-13, 16-18	10
Digital Media Artist/Graphic Designer	2-3, 5, 7, 9, 12-13, 16-18	7
Producer	2-3, 7, 9-10, 12-14, 16-18	10
Photojournalist	2-4, 6, 9-10, 12-13, 16-18	6
Reporter/MMJ	1-3, 5, 7, 9, 12-13, 16-18	7
Sports Anchor	2-3, 6-7, 9-10, 12-13, 16-18	6
Morning Live Reporter	1-3, 5-6, 9, 12-13, 16-18	6
Digital Distribution Producer	2-6, 9-10, 12-13, 16-18	4

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Receptionist/Administrative Assistant	1-6, 9, 12-13, 16-18	13
Sales Account Executive	2-3, 5, 9-10, 12-13, 16-18	5
Promotions Producer	2-3, 5, 9, 12-13, 16-18	5
Reporter/MMJ	2-3, 6, 9, 12-13, 16-18	6
Sunday Morning Anchor/Reporter	2-3, 6, 9, 12-13, 16-18	6
Digital Production Tech	2-3, 6, 9, 12-13, 16-18	6
Digital Sales Coordinator	2-3, 9-10, 12-13, 16-18	10
Photojournalist	2-3, 5, 7, 9, 12-13, 16-18	5
Commercial Producer	2-3, 5, 9, 12-13, 16-18	5
Newscast Director	2-3, 6-7, 9, 12-13, 16-18	7
Technician, Production	2-3, 5-7, 9, 12-13, 16-18	6
News Photojournalist	2-3, 5, 7, 9, 12-13, 16-18	7
Account Executive - New Business Development	2-3, 5, 9-10, 12-13, 16-18	10
Morning News Producer	2-3, 5, 9, 12-13, 16-18	5
Morning Meteorologist	1-3, 6-7, 9, 12-13, 16-18	6
Technician, Director/TD	2-3, 6, 9, 12-13, 16-18	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	4
2	Colorado Broadcast Association 333 West Hampden Avenue, Suite 400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : https://www.coloradobroadcasters.org Linea Lewis Manual Posting	N	1
3	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	Y	0
4	Employee Referral	N	5
5	Indeed.com	N	31
6	Internal Promotion	N	22
7	Intracompany Transfer	N	16
8	Job/Bulletin Board	N	6
9	Kansas State University Kansas State University Manhattan, Kansas 66506 Phone : 785-532-3928 Url : https://jmc.k-state.edu Email : thallaq@KSU.edu Tom Hallaq	Y	0
10	Linked In	N	29
11	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
12	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 4045236136 Email : lojelks@aol.com Lo Jelks	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	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25
14	Re-hire	N	1
15	State/Local Employment Agency	N	3
16	The Craig Newmark Graduate School of Journalism at CUNY 219 W 40th St New York, New York 10018 Email : jennifer.dale@journalism.cuny.edu Jennifer Dale	Y	0
17	TV Jobs.com - Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : Jobs@tvjobs.com Mark Holloway	N	0
18	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:			143

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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	2/7/2022	Participation in Job Fairs	The SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. SEU personnel were able to virtually meet with attendees and discuss vacancies at the Station and in the broadcast industry.	2	HR Programming and Research
2	5/9/2022	Participation in Job Fairs	The SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. SEU personnel were able to virtually meet with attendees and discuss vacancies at the Station and in the broadcast industry.	2	HR Programming and Research
3	10/24/2022	Participation in Job Fairs	The SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. SEU personnel were able to virtually meet with attendees and discuss vacancies at the Station and in the broadcast industry.	2	HR Programming and Research
4	11/3/2022	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.	30	General Manager HR News Director Sales Director