

KXRM-TV, KXTU-LD
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
Account Executive V	2-6, 8, 11-15, 17-22	5
Account Executive V	2-6, 8, 11-15, 17-22	8
Photographer	2-7, 9, 11-15, 17-22	9
Photographer	2-7, 9, 11-15, 17-22	5
Producer I, News	1-7, 12-15, 17-22	5
Promotions Producer I	2-4, 6, 11-14, 17-22	11
News Producer I	2-4, 6-7, 12-14, 16-22	16
News Producer I	2-4, 6-7, 12-14, 16-22	16
Account Executive V	5, 8, 11	5
Account Executive V	5, 8, 11	8
Chief Engineer III	2-4, 6, 8, 12-14, 17-22	8
Newscast Director	1-4, 6-7, 10, 12-14, 17-22	7
News Editor	2-7, 11-14, 17-22	7
Photographer	2-7, 12-14, 17-22	5
Account Executive V	2-6, 11-14, 17-22	5
Local Sales Manager	2-6, 8, 11-14, 17-22	8

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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	CareerBuilder.com	N	2
2	Colorado Broadcasters Association 333 W Hampden Ave #400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org Justin Sasso Manual Posting	N	0
3	Colorado State University 200 W. Lake St. Ft. Collins, Colorado 80521 Phone : 970-491-6444 Url : http://www.career.colostate.edu Email : career_employers@mail.colostate.edu Career Services	N	0
4	Colorado Workforce Centers 1675 Garden of the Gods Rd Colorado Springs, Colorado Online Job Manual Posting	N	0
5	Employee Referral	N	12
6	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Phone : Online Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
7	Indeed.com	N	13
8	Internal Promotion	N	4
9	Intracompany Transfer	N	1
10	Job/Bulletin Board	N	1
11	Linked In	N	9
12	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone : Online Url : http://www.linkedin.com Todd Soffian Manual Posting	N	2

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13	NAACP 603 S. El Paso Colorado Springs, Colorado 80909 Phone : 719-475-7255 Url : http://www.coloradospringsnaacp.org Email : coloradospringspresident@gmail.com Henry Allen	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
15	Pikes Peak Community College 5675 S. Academy Blvd. Colorado Springs, Colorado 80906 Phone : 719-540-7144 Url : http://www.ppcc-csm.symplicity.com/employers Career Services Manual Posting	N	0
16	Re-hire	N	2
17	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : Online Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
18	University of Colorado, Boulder, College of Media, Communication and Information 1511 University Ave #478 UCB Boulder, Colorado 80309 Phone : 303-492-5480 Url : https://www.myinterfase.com/cuboulder_cmci/employe Christine Mahoney Manual Posting	N	0

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19	University of Colorado-Colorado Springs 1420 Austin Bluffs Pkwy Colorado Springs, Colorado 80918 Phone : 719-255-3745 Url : http://www.uccs.edu Email : lmcnew@uccs.edu Lisanne McNew	N	0
20	Urbanites Leading the Pikes Peak Region (ULPPR) 506 E. Moreno Avenue Colo Spgs, Colorado 80903 Phone : (719) 634-1525 Url : Ulppr.org Email : jj.frazier@ulppr.org Janice Frazier	N	0
21	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : 123-456-7890 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0
22	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:			49

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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	11/23/2020	Establishment of an intern program designed to assist members of the community	KXRM hosted two (2) interns, from the University of Colorado Colorado Springs, during the 2020 Spring semester.	2	News Director News Director
2	11/23/2020	Provision of training to management	The Station KXRM 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.	12	General Manager News Director General Sales Manager Promotions Manager