

KSNT and KTMJ
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 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 Anchor & Capital Bureau Chief	5-7, 10-11, 14	5
Lifestyle Show Host	2, 4, 6-7, 10-11, 14	4
MultiMedia Journalist Reporter I	1-3, 6-8, 10-14	3
Sports Director, III	2, 4, 6-7, 10-11, 14	4
Meteorologist Reporter I (Weekend)	2-3, 6-7, 10-11, 14	3
Technical Director, I	2, 6-7, 10-11, 14	10
Technical Director, I	2, 6-7, 10-11, 14	10
News Producer, I	2, 6-7, 9-11, 14	9
News Producer, I	2, 6-7, 9-11, 14	10
Promotions Producer	1-2, 6-7, 9-11, 14	9
Promotions Producer	1-2, 6-7, 9-11, 14	1
Sport Producer/MMJ	2, 4, 6-7, 10-11, 14	4
Weekend News Anchor/MMJ	2, 5-7, 10-11, 14	5
Media Coordinator	1, 6-7, 10-11, 14	1
Receptionist	2-3, 6-7, 10-11, 14	10

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked In. However, said sources reposted some but not all of the SEU's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

RS#8/Lawrence Workforce Center was deleted on 02/14/2022

RS#12/Wichita State University was deleted on 02/14/2022

RS#13/WTI has been permanently closed and was deleted on 02/14/2022

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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	Employee Referral	N	3
2	Handshake 6835 NW US Highway 24 Topeka, Kansas 66618-5507 Phone : 7855824000 Url : www.joinhandhake.com Kimberly Fellows Manual Posting	N	0
3	Indeed.com	N	4
4	Internal Promotion	N	3
5	Intracompany Transfer	N	2
6	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : Allison@kab.net Allison Mazzei	N	0
7	KansasWorks/Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : 785-235-5627 Email : curtis.jones@ks.gov Curtis Jones	N	0
8	Lawrence Workforce Center 2540 Iowa Street, Suite R Lawrence, Kansas 66046 Phone : (785) 840-9675 Url : www.workforcecenters.com/lawrence/ Email : cwhite@KansasWorks.com Fax : 1-785-865-5465 Cheryl White	N	0
9	Linked In	N	2
10	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4

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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
11	University of Kansas School of Journalism 210B Stauffer-Flint hall Manhattan, Kansas 60045 Phone : 785-864-7630 Url : http://www.ku.edu/ Email : ucc@ku.edu Steve Rottinghaus	N	0
12	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-000-0000 Email : wsuhire@wichita.edu Megan Dugger	N	0
13	WTI 3712 SW Burlingame Rd. Topeka, Kansas 66612 Phone : 785-354-4568 Url : http://www.wti.edu/ Email : sburns@wti.edu Shane Burns	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:			18

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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	2/1/2022	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>The SEU hosted one (1) intern from the University of Kansas, during the 2022 Spring Semester; six (6) interns, from the University of Kansas, Kansas State University and Washburn University during the 2022 Summer Semester.</p>	2	News Director Sports Director
2	2/16/2022	Participation in events or programs sponsored by educational institutions	SEU participated at the Washburn University Spring Career Fair. SUE personnel were available to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director HR/Business Admin
3	2/24/2022	Participation in events or programs sponsored by educational institutions	SEU participated om the Kansas State University Media & Communications Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
4	3/25/2022	Participation in events or programs sponsored by educational institutions	The SEU participated in the University of Alabama - College of Communication & Information Sciences Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	4/7/2022	Participation in events sponsored by organizations representing the community	SEU participated in the Kansas Association of Broadcasters Student Seminar Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
6	9/14/2022	Participation in events or programs sponsored by educational institutions	The SEU participated at the Washburn University Career and Graduate School Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/21/2022	Participation in events or programs sponsored by educational institutions	The SEU participated at the Kansas State University Virtual Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
8	1/11/2023	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.	7	Vice President/Gen Mgr Business Administrator General Sales Manager News Director