

KXRM-TV, KXTU-LD
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
Integrated Digital Specialist - IDS	2-4, 6-7, 11-20	11
Account Executive V	2-6, 9, 11-20	11
LIFESTYLE SHOW HOST	2-4, 6-7, 11-20	11
Account Executive	2-7, 11-20	5
Account Executive	2-7, 11-20	11
Morning Reporter (AM Newscast)	2-4, 6, 8, 11-20	8
Account Executive V	2-7, 11-20	5
Broadcast Engineer	2-4, 6, 8, 11-20	8
Reporter, Multimedia Journalist	1, 7-8, 11	7
LIFESTYLE SHOW HOST	1-4, 6-8, 11-20	8
Account Executive V	2-4, 6-7, 11-20	7
Lifestyle Show Producer	2-4, 6-8, 11-20	8
News Producer I	2-4, 6-8, 11-20	7
Lifestyle Show Reporter	2-4, 6, 8, 12-20	8
Lifestyle Show Reporter	2-4, 6, 8, 12-20	8
Meteorologist/Reporter	2-4, 6-8, 11-20	11
Sports Reporter	2-6, 12-20	5
Producer	2-4, 6-7, 11-20	11
Meteorologist	2-6, 8, 12-20	12
Lifestyle Producer	2-4, 6-7, 11-20	11
Producer	2-6, 11-20	11
Director of Sales	2-8, 10, 12-20	8
Account Executive	2-7, 12-20	5
Producer I, News Digital	2-4, 6, 12-20	14
Morning Show Editor	2-6, 11-20	11

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Traffic Coordinator	1-7, 12-20	5

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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	3
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	10
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	23
8	Internal Promotion	N	21
9	Intracompany Transfer	N	1
10	Job/Bulletin Board	N	1
11	Linked In	N	29
12	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone : Online Url : http://www.linkedin.com Todd Soffian Manual Posting	N	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	9
15	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : Online Url : http://www.tvjobs.com Email : Jobs@TVjobs.com Mark Holloway	N	0
16	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/employee Christine Mahoney Manual Posting	N	0
17	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
18	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	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
20	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:			115

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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	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.	2	News Director General Manager
2	10/14/2021	Participation in Job Fairs	The SEU participated at the CMCI Career and Internship Fair. SEU personnel met with potential job applicants and discussed vacancies at the Stations and in the broadcasting industry.	1	News Director
3	11/9/2021	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.	9	GM DOS LSM News Director
4	11/10/2021	Participation in Job Fairs	The SEU participated at the Colorado Universities Partnered Career and Internship virtual job Fair. SEU personnel were able to meet with potential job applicants and internships to discuss vacancies at the Stations and in the broadcasting industry.	1	News Director