

KXRM-TV, KXTU-LD
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 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
Lifestyle Show Producer	2-6, 9-18	9
Morning Reporter (AM Newscast)	2-4, 6, 9-18	9
Receptionist / Office Manager	2-6, 9-18	9
Account Executive	1-4, 6, 9-18	12
News Producer	2-4, 6, 9-18	12
Creative Services Director	2-6, 10-18	12
Digital Distribution Producer	2-4, 6-7, 10-18	12
News Producer	2-7, 10-18	12
News Reporter	2-7, 10-18	12
News Editor	2, 4-5, 7, 10, 12-13, 17	7
Photographer	2, 4-5, 7, 10, 12-13, 16-18	7
News Producer	2, 4-5, 9-10, 12-13, 16-18	12
Account Executive	2, 4-5, 7, 9-10, 12-13, 16-17	12
Meteorologist/Reporter	2, 4-5, 10, 12-13, 16-18	12
News Editor	2, 4-5, 7, 10, 12-13, 16-18	7
Morning Newscast Director	1-2, 4-5, 7, 10, 12-13, 16-18	7
Photographer	2, 4-5, 7, 10, 12-13, 16-18	12
Graphic Designer	2, 4-5, 9-10, 12-13, 16-18	9
Commercial / Promotions Producer	2, 4-5, 7, 9-10, 12-13, 16-18	12
Photographer	2, 4-5, 10, 12-13, 16-18	12
Account Executive	2, 4-5, 7, 9-10, 12-13, 16-18	9
Photographer	2, 4-5, 8, 10, 12-13, 17-18	8
Account Executive	2, 4-5, 10, 12-13, 17-18	10
Weekend Morning & Digital Meteorologist	2, 4-5, 7, 9-10, 12-13, 17-18	9
Account Executive	2, 4-5, 7, 10, 12-13, 17-18	7

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I. VACANCY LIST

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
AM News Producer	2, 4-5, 10, 12-13, 17-18	12
Account Executive	2, 4-5, 7, 9-10, 12-13, 17-18	7

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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	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	Handshake 1200 17th Street Denver, Colorado 80211 Phone : 719-596-2100 Url : https://www.fox21news.com/about-us/jobs-at-fox21/ Tracy Granier Manual Posting	N	0
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	26
8	Internal Promotion	N	1
9	Linked In	N	19

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Phone : Online Url : http://www.linkedin.com Todd Soffian Manual Posting	N	9
11	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
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	36
13	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : Online Url : http://www.tvjobs.com Email : Jobs@TVjobs.com Mark Holloway	N	0
14	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

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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
15	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
16	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
17	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
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:			93

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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	1/20/2023	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 Colorado, during the 2023 Spring Semester; one (1) intern, from the University of Colorado, during the 2023 Summer Semester.</p>	2	News Director Chief Photographer
2	9/13/2023	Participation in Job Fairs	The SEU participated at the UCCS SoCo Start-Up Week Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Director of Sales Digital Media Manager
3	9/27/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before students at Pueblo Community College. He spoke about job qualifications and careers and opportunities at the Station and within the broadcast industry.	1	Chief Engineer
4	10/19/2023	Participation in Job Fairs	The SEU participated at Colorado University Boulder Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Creative Services Director
5	11/15/2023	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.	12	General Manager HR News Director Director of Sales