

KXRM-TV, KXTU-LD
EEO PUBLIC FILE REPORT
November 23, 2016 - November 30, 2017

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	2-7, 9-13, 17, 19-23, 25, 28-29, 31-32, 34-38	10
Account Executive	2, 4-7, 9-11, 13-14, 21-22, 25, 28-29, 31, 34-38	14
Digital Sales Manager	2, 5-7, 9, 11-12, 15, 17, 21-23, 25, 28, 31-32, 34-38	15
National Sales Assistant	2, 4-7, 9-12, 14, 17, 21-23, 25, 28, 31-32, 34-38	14
Local Sales Assistant	2, 5-6, 9-12, 14, 16, 21-23, 25, 28-29, 32, 34-38	16
News Producer	11, 26, 33	26
SOCO CW Star	2, 4-7, 10-12, 17, 19, 21-22, 25-26, 28, 31-38	26
Photographer / Editor	10, 13, 26, 33	13
Photographer / Editor	10, 13-14, 26, 33	14
Integrated Digital Specialist	2, 4-7, 11-12, 15, 17, 21, 23, 25-28, 31-38	15
Graphic Designer	2, 4-7, 11-12, 15, 17, 21-23, 25-28, 31-38	15
Sports Anchor Reporter	10, 19, 26, 33	33
News Video Editor	10, 26, 33	33
Local Sales Assistant	4-7, 10, 12, 17, 19, 21-23, 25-26, 28, 31, 33-38	19
Local Sales Assistant	4-7, 10, 12, 17, 19, 21-23, 25-26, 28, 31, 33-38	10
News Producer	10-11, 19-20, 26, 30, 33	30
News Producer	10-11, 19-20, 26, 30, 33	19
News Producer	10-11, 19-20, 26, 30, 33	20
News Producer	10-11, 19-20, 26, 30, 33	10
Account Executive	2, 4-7, 10-12, 17, 20-21, 23, 25, 27-28, 31, 33-38	20
Reporter, Multimedia Journalist	2, 4-7, 11-12, 17, 21, 23, 25, 27-28, 31, 33-38	33

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Account Executive	2, 4-7, 11-12, 17, 20-21, 23, 25-28, 31, 33-39	20
Morning Anchor	1-2, 4-8, 11-12, 17, 21, 23, 25-28, 30-31, 33-38	30
Reporter, Multimedia Journalist	2, 4-7, 11-12, 17-18, 21, 23-25, 27-28, 31, 33-38	33
Reporter, Multimedia Journalist	2, 4-7, 11-12, 17-18, 21, 23-25, 27-28, 31, 33-38	33
Digital Media Manager	2, 4-7, 10-12, 14, 17, 21, 23, 25-26, 28, 31, 34-35, 37-38	14
Newscast Director	10, 26, 33	10

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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	Advertisement-TV	N	1
2	Art Institute of Colorado 1200 Lincoln St. Denver, Colorado 80203 Phone : 1-303-824-2168 Email : ssaid@aii.edu Stacy Said	N	0
3	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Phone : Online Posting Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	0
4	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : E-Mail Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
5	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0
6	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
7	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

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8	Colorado State University - Pueblo Career Center 2200 Bonforte Blvd, Suite 187 Pueblo, Colorado 81001 Phone : 719-549-2553 Url : http://www.myinterfase.com/colostate-pueblo/employ Email : career_employers@mail.colostate.edu Career Center	N	0
9	Colorado Workforce Centers 1675 Garden of the Gods Rd Colorado Springs, Colorado Online Job Manual Posting	N	0
10	Employee Referral	N	16
11	Fox 21 News 560 Wooten Road Colorado Springs, Colorado 80915 Url : http://fox21news.com/ Position Postings Manual Posting	N	0
12	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
13	Indeed.com 7501 N Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : Online Url : http://www.indeed.com Job Listings Manual Posting	N	5
14	Indeed.com	N	13
15	Internal Promotion	N	3
16	Intracompany Transfer	N	1

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17	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : Online Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	N	0
18	Job Fair	N	1
19	Job/Bulletin Board	N	7
20	Linked In	N	13
21	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Phone : Online Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0
22	Mediageneral.com 333 E.Franklin St Richmond, Virginia 23219 Phone : Online Url : http://www.mediageneral.com/ Job Career Manual Posting	N	4
23	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : Email Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
24	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : Online Url : http://www.monster.com/ Job Listings Manual Posting	N	1

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25	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
26	Nexstar Careers/Deltek 394 N. Expressway Brownsville, Texas 78521 Url : http://www.nexstar.tv/careers/ Job Listing Manual Posting	N	8
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
28	Ohio Center for Broadcasting - Denver Campus 404 S Upham St Lakewood, Colorado 80226 Phone : 303-937-7070 Url : http://www.beonair.com Email : tmclaughlin@beonair.com Tim McLaughlin	N	0
29	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
30	Re-hire	N	2
31	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : Email Url : http://www.regis.edu/career services Email : jobs@regis.edu Career Services	N	0

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32	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Phone : Email Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
33	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : Online Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	13
34	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	N	0
35	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
36	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : mujourcareerservices@missouri.edu Barabara Willis	N	0
37	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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38	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
39	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 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	5/30/2017	Establishment of an intern program designed to assist members of the community	Station hosted 3 interns during the Spring semester 2017 from Pikes Peak Community College.	2	News Director Managing Editor
2	8/29/2017	Establishment of an intern program designed to assist members of the community	Station hosted 1 intern during the 2017 Summer Semester from Florida State University. Station hosted 1 intern during the 2017 Fall Semester, from Pikes Peak Community College.	3	News Director Managing Editor Production Manager
3	9/18/2017	Provision of training to management	Station hiring managers attended EEO training.	14	All Managers
4	10/16/2017	Participation in Job Fairs	Station participated in a Recruiting Fair at the University of Colorado - CU Boulder location.	1	News Director