

KSNC, KSNG, KSNK, KSNL, KSNW
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
General Sales Manager	1-9, 11-14, 18-20, 22-24, 26-31, 33-38	31
News Director	2-3, 5-9, 12, 16, 18-20, 22, 24, 26-27, 29-31, 33-34, 37-38	16
Business Administrator	2-3, 5-10, 12, 17-20, 22, 24, 26-27, 29- 31, 33-34, 37-38	10
Integrated Digital Specialist	2-3, 5-10, 12, 18-20, 22, 24, 26-27, 29, 31, 33-34, 37-38	10
Digital Content Producer	25, 31	31
Chief Meteorologist	10, 25, 31-32	10
Multimedia Reporter/Video Journalist	10, 25, 31	10
Multimedia Reporter/Video Journalist	10, 25, 31	10
Assistant News Director	10, 25, 31-32	10
Sales Account Executive	10, 25, 31	10
Sales Account Executive	10, 25, 31	10
Sales Account Executive	15, 25, 31	15
Master Control Technician	15, 25, 31	15
Sales Account Executive	2-3, 5-10, 12, 18-20, 22, 24, 26-27, 29- 31, 33-34, 37-38	10
Sales Account Executive	21, 25, 31	21
Local Sales Manager	16, 25, 31	16

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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	Baker University 7th and Dearborn Baldwin City, Kansas 66006 Phone : (785) 594-8435 Susan Wade Manual Posting	N	0
2	Barton County Community College 245 NE 30th Rd - Room 102 Library Great Bend, Kansas 67530 Phone : 866-813-2465 ext 214 Url : www.barton.cc.ks.us/careerplanning/employerservice Email : simmonse@bartonccc.edu Fax : 1-620-792-9214 Elaine Simmons	N	0
3	Bethel College 300 W 27th St No. Newton, Kansas 67114 Phone : 316-283-2500 Url : http://bethelks.edu Email : marla@bethelks.edu Marla Krell	Y	0
4	Broadcast Education Association 1771 N. Street, NW Washington DC, District of Columbia 20036-2891 Phone : 202-602-0584 Url : www.beaweb.org/wp/ Heather Birks Manual Posting	N	0
5	Brown Mackie College 2106 S. 9th St. Salina, Kansas 67401 Phone : 785-825-5422 Url : www.bmcaec.com Fax : 1-785-827-7623 Director of Placement	N	0
6	Butler County Community College 901 S. Haverhill Rd - Rm 619 Hubbard Ctr El Dorado, Kansas 67042 Phone : (316) 322-3294 Url : http://www.butlercc.edu/career_services/index.htm Email : lpatterson@butlercc.edu Loretta Patterson	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
7	Central Christian College 1200 S. Main, P.O. Box 1403 McPherson, Kansas 67460 Phone : (620) 241-0723 ext 312 Url : www.centralchristian.edu/guidance.html Email : Pat.Muntz@centralchristian.edu Pat Muntz	N	0
8	Collective Talent 1721 Richardson Pl Tampa, Florida 33606 Phone : 813-254-9695 Url : http://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Cowley County Community College 125 S. 2nd Arkansas City, Kansas 67005 Phone : (620) 441-5287 Url : www.cowley.edu/student/career Email : smithm@cowley.edu Fax : 1-620-441-5350 Meg Smith	N	0
10	Employee Referral	N	9
11	Emporia State University 1200 Commercial-433 S. Morse Hall Emporia, Kansas 66801 Phone : (620) 341-5407 Url : www.emporia.edu/cdceps/employer.htm Karla Olson Manual Posting	N	0
12	Ft. Hays State University 600 Park St - 120 Heather Hall Hays, Kansas 67601 Phone : (785) 628-4512 Url : www.fhsu.edu/int/ Email : rohlfie@gmail.com Fax : 1-785-628-5098 Ron Rohlf	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
13	Garden City Community College 801 Campus Drive Garden City, Kansas 67846 Phone : (620) 276-9500 Email : laura.york@gcccks.edu Laura York	N	0
14	Hutchinson Community College 1300 North Plum - Parker Student Union Hutchinson, Kansas 67501 Phone : (620) 665-3495 Url : www.hutchcc.edu/gc/ Brooks Mantooth Manual Posting	N	0
15	Indeed.com	N	2
16	Internal Promotion	N	2
17	Internal Review 833 N. Main Street Wichita, Kansas 67203 Phone : 316-292-1121 Email : mdeschner@ksn.com Malea Deschner	N	0
18	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : judy@kab.net Judy Clouse	N	0
19	Kansas Wesleyan University 100 E. Claflin Ave - Pioneer Hall Rm 160 Salina, Kansas 67401 Phone : (785) 833-4326 Url : www.kwu.edu/campuslife/careerservices.htm Email : courtney.wiggins@kwu.edu Courtney Wiggins	N	0
20	KSU A.Q. Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-0721 Url : http://www.jmc.ksu.edu Email : gfreela@ksu.edu Gloria Freeland	N	0

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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
21	Linked In	N	1
22	McPherson College P.O. Box 1402 -1st Floor Miller Library McPherson, Kansas 67460 Phone : (620) 241-0742 Url : www.mcpherson.edu/careers/index.asp Email : schneidm@mcpherson.edu Fax : (620) 241-8443 Michael Schneider	N	0
23	MediaRecruiter.com 20456 E. Orchard Place Centennial, Colorado Phone : 303-400-5150 Url : MediaRecruiter.com Art Scott Manual Posting	N	0
24	Newman University 3100 McCormick Wichita, Kansas 67213 Phone : 316-942-4291 Url : www.collegecentral.com/newman Sherry Lamm Manual Posting	Y	0
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
26	Nexstar/MG/LIN One West Exchange St Providence, Rhode Island 02903 Phone : 317-296-3109 Cheryl Robb Manual Posting	N	0
27	Northwest Kansas Technical College 1209 Harrison PO Box 668 Goodland, Kansas 67735 Phone : 785-890-3641 Url : http://nwktc.edu Email : abby.murray@nwktc.edu Abby Murray	N	0

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28	Pittsburg State University 1701 South Broadway Street 202 & 203 Horace Mann Pittsburg, Kansas 66762 Phone : 620-235-4140 Url : http://www.pittstate.edu/ Career Services Manual Posting	N	0
29	SER Corporation 1020 N Main St Wichita, Kansas 67203 Phone : 316-264-5372 Email : cbenitez@sercorp.com Fax : 1-316-264-0194 Carol Benitez	N	0
30	Southwestern College 1040 S Rock Rd Wichita, Kansas 67207 Phone : 316-684-5335 Url : http://southwesterncollege.org Fax : 1-316-688-5218 Career Services	N	0
31	Station Website 833 N. Main St Wichita, Kansas Url : www.ksn.com Kevin White Manual Posting	N	2
32	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Mark C. Holloway Manual Posting	N	0
33	UNIVERSITY OF KS CAREER & EMPLOYMENT SERVICES 110 BURGE UNION 1601 IRVING HILL RD. LAWRENCE, Kansas 66045 Phone : 785-864-3624 Email : kucareer@ku.edu Fax : 1-785-864-4572 Ann Hartley	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
34	Urban League of Kansas 2418 E 9th St Wichita, Kansas 67214 Phone : 316-262-2463 Email : DBlake@KansasUL.Org Fax : 1-316-262-8841 Desmond Blake	Y	0
35	Washburn University-Mass Media 1700 College-Henderson Learning Ctr Topeka, Kansas 66621 Phone : (785) 670-1010 ext 1450 Url : www.washburn.edu/cas/massmedia/ Recruiter N/A Manual Posting	N	0
36	Wichita State University 1845 Fairmount Wichita, Kansas 67260 Phone : (316) 978-9435 Url : http://www.HireKansasTalent.com Jill Pletcher Manual Posting	N	0
37	Wichita Technical Institute 2051 S Meriden Wichita, Kansas 67213 Phone : 316-943-2241 Url : http://wti.edu Email : dbeatson@wti.edu Fax : 1-316-943-5438 David Beatson	Y	0
38	Wichita Workforce 2021 N. Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6827 Url : http://workforce-ks.com Email : mmann@workforce-ks.com Mary Mann	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			16

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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	2/16/2017	Participation in Job Fairs	The SEU participated in the Wichita State University job fair.	1	News Director
2	4/6/2017	Participation in Job Fairs	The SEU participated in the Friends & Newman Universities Highway 54 Job & Career Fair.	1	News Director
3	5/15/2017	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program. The SEU hosted one (1) intern during the 2017 Summer Semester. The student was from University of Kansas. Internships provide students with real-life work experience in the broadcast industry.	2	News Producer News Director
4	10/16/2017	Participation in events sponsored by community groups	The SEU's News Director spoke to journalism students in attendance at eh Kansas Association of Broadcasters Convention.	1	News Director
5	10/19/2017	Participation in events or programs sponsored by educational institutions	The SEU's Assistant News Director spoke at Careers for the Creative sponsored by Wichita State University.	1	Assistant News Director
6	10/25/2017	Participation in events or programs sponsored by educational institutions	The SEU's News Anchors/Reporters spoke to students at Cloud Elementary for Career Day.	3	News Anchor News Reporter Sports Anchor
7	11/15/2017	Participation in events or programs sponsored by educational institutions	The SEU's Assistant News Director spoke to the journalism class at Wichita State University.	1	Assistant News Director
8	11/28/2017	Participation in other activities designed by the station employment unit	The SEU hosted a tour for Newman University students. The tour included a discussion about career's broadcasting and vacancies at the stations.	1	News Director
9	12/5/2017	Participation in events or programs sponsored by educational institutions	The SEU's News Anchors spoke at Valley Center High School career day.	2	Assistant News Director Chief Meteorologist
10	1/10/2018	Participation in events or programs sponsored by educational institutions	The SEU's News Anchor spoke to students at Whitewater High School about careers in journalism	1	News Anchor