

KLAS
EEO PUBLIC FILE REPORT
June 1, 2017 - May 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer, Executive	3-4, 6-9, 13-18, 23-25, 28-29, 31-35	25
Host, Lifestyle Show	3-4, 6-10, 13-19, 23-25, 28-29, 31-33, 35	25
Lifestyle Show Producer	3-4, 6-9, 12-19, 23-25, 28-29, 31-35	12
Creative Services Manager	3-4, 6-10, 13-19, 23-25, 28-29, 31-33, 35	25
Account Executive	3-4, 6-9, 13-19, 21, 23-25, 28-29, 31-35	21
Account Executive	3-4, 6-9, 13-19, 21, 23-25, 28-29, 31-35	25
Account Executive	3-4, 6-9, 13-19, 21, 23-25, 28-29, 31-35	13
Digital Media Account Executive	2-4, 6-9, 13-21, 23-25, 27, 29, 31-35	20
General Sales Manager	3-4, 6-9, 13-21, 23-25, 27-33, 35	25
Weekend Weather Anchor/Weekday Reporter	3-4, 6-9, 13-19, 21, 23-25, 28-29, 31-32, 35	25
News Reporter	3-4, 6-10, 13-19, 21, 23-25, 28-29, 31-32, 35	25
News Anchor	3-4, 6-9, 12-19, 21, 23-26, 28-29, 31-32, 35	12
News Producer	3-4, 6-9, 13-19, 21, 23-25, 28-29, 31-32, 34-35	13
Promotions Producer	1, 3-4, 6-10, 13-19, 21, 23-25, 28-29, 31-32, 34-35	10
IT Engineer	3-4, 6-9, 12-19, 21, 23-25, 28-29, 31-32, 35	12
Video Editor	3-4, 6-9, 13-19, 21-25, 28-29, 31-32, 34-35	25
Photographer, News	3-10, 13-26, 28-29, 31-32, 35	10
Photographer, News	3-10, 13-26, 28-29, 31-32, 35	10
Weekend Technical Director	3-4, 6-9, 11, 13-19, 21, 23-25, 28-29, 31-32, 35	11
Master Control Operator	3-4, 6-11, 13-19, 21, 23-25, 28-29, 31-32, 35	10
Executive Assistant	3-4, 6-11, 13-19, 21-25, 28-29, 31-32, 35	11

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Executive Assistant	3-4, 6-11, 13-19, 21-25, 28-29, 31-32, 35	10
Multimedia Journalist	3-4, 6-9, 13-19, 21, 23-26, 28-29, 31- 32, 35	26
Morning News Anchor	3-4, 6-9, 13-19, 21, 23-25, 28-29, 31- 33, 35	13

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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	602Communications.com 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Email : slizik602@gmail.com Sandy Lizik	N	0
2	Advertisement-Print	N	1
3	American Rehabilitation Corporation 4601 W. Sahara Avenue Suite T Las Vegas, Nevada 89109 Phone : 702-878-1111 Email : evebrwn@yahoo.com Eve Brown	N	0
4	Arizona State University- Walter Cronkite School of Journalism 555 N. Central Avenue Phoenix, Arizona 85004 Phone : 605-527-0820 Email : mike.wong@asu.edu Mike Wong	N	0
5	CareerBuilder.com	N	2
6	College of Southern Nevada 700 College Drive Henderson, Nevada 89002 Phone : 702-651-3129 Email : katheryn.brekken@csn.edu Katheryn Brekken	N	0
7	College of Southern Nevada Charelston Campus 6375 W. Charelston Blvd. Las Vegas, Nevada 89146 Phone : 702-651-5618 Email : michele.fogg@csn.edu Michele Fogg	N	0
8	College of Southern Nevada Cheyenne Campus 3200 E. Cheyenne Ave. No. Las Vegas, Nevada 89030 Phone : 702-651-4144 Email : erica.otoole@csn.edu Erica O'Toole	N	0

KLAS

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Emmy Job Bank 1697 Broadway Suite 404 New York, New York 10019 Phone : 212-586-8424 Station Website Manual Posting	N	0
10	Employee Referral	N	15
11	Indeed.com	N	9
12	Internal Promotion	N	4
13	KLAS-TV Internal Posting 3228 Channel 8 Drive Las Vegas, Nevada 89109 Phone : 702-792-8816 Debbie Daniels Manual Posting	N	13
14	KLAS-TV On Air 3228 Channel 8 Drive Las Vegas, Nevada 89109 Phone : 702-792-8816 Debbie Daniels Manual Posting	N	0
15	Las Vegas Black Journalist Association 4421 Socrates Street No. Las Vegas, Nevada 89031 Phone : 702-245-1309 Email : damon_hodge@yahoo.com Damon Hodge	N	0
16	Las Vegas Indian Center 2300 W. Bonanza Rd. Las Vegas, Nevada 89106 Phone : 702-647-5842 Email : rulonpete@lvcoxmail.com Rulon Pete	N	0
17	Las Vegas Japanese Citizen League 1401 So. Arville Street Las Vegas, Nevada 89102 Phone : 702-382-4443 Email : webmaster@lvjacl.org Delwayne Arakaki	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
18	Lasvegasnow.com 3228 Channel 8 Drive Las Vegas, Nevada 89109 Phone : 702-792-8816 Chelsea Horlacher Manual Posting	N	0
19	Latin Chamber of Commerce Community Foundation 300 North 13th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Email : evelyn@lvcc.com Evelyn Kachirisky	N	0
20	Linked In	N	4
21	MediaLine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Jobs Listing Manual Posting	N	2
22	Monster	N	4
23	Nevada Broadcaster's Association 3900 Paradise Rd. Suite 279 Las Vegas, Nevada 89169 Phone : 702-794-4994 Email : melanie@nevadabroadcasters.org Melanie Mueller	N	0
24	Nevada Veterans' Employment and Training Service, U.S. Department of Labor 2800 E. St. Louis Ave. Las Vegas, Nevada 89104 Phone : 702-486-2883 Email : owens.doreen.a@dol.gov Doreen Owens	N	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	33
26	Professional/Industry Trade Organization	N	4

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27	Spots N Dots SND Publishing LLC 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Email : ads@spotsndots.com Emily McKay	N	0
28	State of Nevada Department of Employment, Training & Rehabilitation (Job Connect) 3405 S. Maryland Parkway Las Vegas, Nevada 89109 Phone : 702-486-0129 Email : jobbankmpkwy@nvdetr.org Ben Daseler	N	0
29	The Art Institute of Las Vegas 2350 Corporate Circle Henderson, Nevada 89074 Phone : 702-992-8562 Email : vclopez@aai.edu Ginny Lopez	N	0
30	TV NewsCheck 24 West Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : www.mediajobcenter.com Patty Hersh Manual Posting	N	2
31	TVJobs.Com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : info@tvjobs.com Mark Holloway	N	4
32	University Colorado Boulder Armory 1B16 UCB 478 Boulder, Colorado 80309 Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Christine Mahoney	N	0

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33	University Nevada Las Vegas Hank Greenspun School of Journalism and Media Studies 4505 Maryland Parkway Las Vegas, Nevada 89154 Phone : 702-895-3876 Email : laurel.fruth@unlv.edu Laurel Fruth	N	0
34	UNLV Career Website-Hire a Rebel 4505 Maryland Parkway Las Vegas, Nevada 89154 Phone : 702-895-3495 Station Website Manual Posting	N	0
35	US Vets- Las Vegas Workforce Department 525 E. Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-366-0456 Email : rawilliams@usvetsinc.org Rashida Williams	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			97

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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	7/22/2017	Participation in Job Fairs	The SEU participated in the University of Nevada, Las Vegas Senator Cortez Masto Veterans Fair. SEU personnel met with potential job applicants.	1	Executive Producer
2	7/25/2017	Participation in Job Fairs	The SEU participated in the Art Institute of Las Vegas Job and Internship Fair. SEU personnel met with potential job applicants.	1	Creative Services Manager
3	8/31/2017	Establishment of an intern program designed to assist members of the community	The SEU sponsors an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The SEU hosted (1) intern during the Fall 2017 Semester.	2	Consumer Reporter Executive Producer
4	10/18/2017	Provision of training to management	Attended a Pillsbury Law webinar entitled "The Changing Face of the FCC's EEO in 2017".	2	Vice President, General Manager Executive Assistant
5	3/30/2018	Listing of each upper-level category opening in a job bank or newsletter	Jobs posted to Emmy Job Bank.	1	Executive Assistant