

KAIL, KHAW, KHON
EEO PUBLIC FILE REPORT
October 1, 2017 - September 30, 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	1-6, 9-10, 12, 14, 17, 19-22, 25-27, 30, 33	9
Integrated Digital Specialist	1-5, 10, 12, 14, 17, 19-23, 26-27, 30	20
Marketing Director	1-6, 10, 12, 14-15, 17, 19-22, 26-27, 30	15
Photographer	1-6, 9-10, 12, 14, 17, 19-22, 26-27, 30	9
Weather Reporter	1-3, 5-6, 8-10, 12, 17, 19, 21-22, 26-27, 30-31	9
Promotions Producer	1-3, 5-6, 9-10, 12, 14, 17, 19, 21-22, 26-27, 30-31	9
Sales Coordinator	1-3, 5-6, 9-10, 12, 17, 19, 21-22, 26-27, 30-31	9
Video Journalist	1-3, 5-6, 8, 10, 12, 14, 16-17, 19, 21-22, 26-27, 30-31	8
Video Journalist	1-3, 5-6, 8, 10, 12, 14, 16-17, 19, 21-22, 26-27, 30-31	16
On Air Talent	1-3, 5-6, 9-10, 12, 17, 19-22, 26-27, 30-31	22
Sports Anchor/Reporter	1-3, 5, 9-10, 12, 17, 19, 21-22, 26-27, 30-31	27
Commercial Producer	1-3, 5, 9-12, 14, 17, 19, 21-22, 26-27, 30-31	9
Account Executive	1-3, 5, 7, 9-14, 17-22, 24, 26-32	24

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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	Alu Like, Inc. - Molokai Kulana OIwi Multi-Cultural Center P.O. Box 1859 Kaunakakai, Hawaii 96748 Phone : (808) 553-5393 Url : http://alulike.org Email : cahamak@alulike.org Fax : 1-808-553-9888 Cammy H.	N	0
2	Alu Like, Inc. - Hawaii 32 Kinoole Street #102 Hilo, Hawaii 96720 Phone : (808) 961-2625 Url : http://alulike.org Email : cakurok@alulike.org Fax : 1-808-935-6084 Carla Kurokawa	N	0
3	Alu Like, Inc. - Kauai 2970 Haleko Rd. Ste. 205 Lihue, Hawaii 96766 Phone : (808) 245-8545 Url : http://alulike.org Email : dolane@alulike.org Fax : 1-808-245-1720 Dona Lane	N	0
4	Alu Like, Inc. - Maui 1977 Kaohu Street Wailuku, Hawaii 96793 Phone : (808) 242-9774 Url : http://alulike.org Email : vinary@alulike.org Fax : 1-808-244-7880 Virginia Nary	N	0
5	Alu Like, Inc. - Oahu Hale O Na Limahana 458 Keawe Street Honolulu, Hawaii 96813 Phone : (808) 535-6750 Url : http://alulike.org Email : nasai@alulike.org Fax : 1-808-524-3744 Nanea Sai	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
6	Council for Native Hawaiian Advancement 1050 Queen Street Ste. 200 Honolulu, Hawaii 96814 Phone : (808) 596-8155 Url : http://www.hawaiiancouncil.org Fax : 1-808-596-8156 Napali Woods	N	0
7	Craig's List 222 Sutter Street 9th Floor San Francisco, California 94108-4460 Phone : 415 399-5200 Url : http://www.craigslis.org Career Services Manual Posting	N	0
8	Educational Institution	N	2
9	Employee Referral	N	12
10	HAB - Career Page P.O. Box 61562 Honolulu, Hawaii 96839 Phone : 808 599-1455 Url : http://www.careerpage.org Career Services Manual Posting	N	0
11	Hawaii Association of Broadcasters P.O. Box 61562 Honolulu, Hawaii 96839 Phone : 808.599.1455 Url : www.hawaiibroadcasters.com Email : jamie.hartnett@gmail.com Fax : 1-808-599-7784 Jamie Hartnett	N	0
12	Hawaii Job Corps Center 41-467 Hihimanu Street Waimnalo, Hawaii 96795 Phone : (808) 259-6051 Url : http://hawaii.jobcorps.gov Email : dugan.julie@jobcorps.org Fax : 1-808-259-7907 Julie Dugan	N	0

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13	HPU Connect 1164 Bishop Street Honolulu, Hawaii Career Service Ctr Manual Posting	N	0
14	Indeed 7501 N. Capital of Texas Hwy Building B Austin, Texas 78731 Customer Service Manual Posting	N	9
15	Internal Promotion	N	1
16	Job/Bulletin Board	N	1
17	KHON Web Site 88 Piikoi Street Honolulu, Hawaii 96814 Phone : (808) 591-4227 Url : www.khon2.com Jared Kuroiwa Manual Posting	N	0
18	KHON2 Facebook Page 88 Piikoi St Honolulu, Hawaii 96814 Jared Kuroiwa Manual Posting	N	0
19	LDS Employment Resource Services 1500 S. Beretania Street Suite 200 Honolulu, Hawaii 96826 Phone : (808) 943-8725 Url : http://www.ldschurch.org Email : loganvm@ldschurch.org Vonin Logan	N	0
20	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Url : www.linkedin.com Customer Service Manual Posting	N	8
21	Media Match Hawaii Url : http://www.mediamatch.com Career Services Manual Posting	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
22	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
23	Professional/Industry Trade Organization	N	1
24	Re-hire	N	1
25	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 ext 705 Url : www.spotsndots.com Customer Service Manual Posting	N	0
26	Supporting Employment Empowerment (Goodwill Industries) 1085 South Beretania St. Ste.204 Honolulu, Hawaii 96814 Phone : (808) 792-8552 Url : http://www.higoodwill.org/employment-partnerships/ Email : seehawaiiwork@higoodwill.org Fax : 1-808-792-8570 Career Services	N	0
27	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Job. Service Manual Posting	N	2
28	Twitter	N	1
29	UH Student Employment & Cooperative Education 2600 Campus Rd. #212 Honolulu, Hawaii 96822 Career Center Manual Posting	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
30	Workforce Development Division - Hawaii State Employment Office 830 Punchbowl Street, #112 Honolulu, Hawaii 96813 Phone : 808 586-8700 Email : Norma.V.McDonald@hawaii.gov Fax : 1-808-586-8724 Norma McDonald	N	0
31	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
32	YWCA of Hawaii Island 145 Ululani Street Hilo, Hawaii 96720 Phone : (808) 935-7141 Url : http://www.ywcahawaiiisland.org Fax : 1-808-935-5150 Karma Whittington-Ramirez	N	0
33	YWCA of Oahu 1040 Richards Street Honolulu, Hawaii 96813 Phone : (808) 695-2603 Url : http://www.ywca.org/oahu Email : sgrossi@ywcaoahu.or Fax : 1-808-545-2832 Shirley Grossi	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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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	10/1/2017	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 an intern from University of Hawaii, Chaminade University, Brigham Young University, and Hawaii Pacific University during the Summer 2018 semester and four during the Fall 2018 semesters.</p>	3	Assignment Manager Executive Producer Marketing Manager
2	3/16/2018	Participation in scholarship programs	<p>The SEU participates in, and provides on air PSAs for, an established scholarship program that assists students interested in pursuing a career in broadcasting.</p> <p>During the current reporting term, there were 13 recipients in 2018.</p>	1	General Manager