

# KOIN

## EEO PUBLIC FILE REPORT

### October 1, 2016 - September 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
Assignment Editor	1-4, 12, 15, 20, 24, 26, 28-29, 32-34, 38, 41, 43, 45-47, 49-52, 55	41
Producer	1-4, 12, 20, 24, 26, 28-29, 32-34, 38-39, 41, 43, 45-47, 49-52, 54-55	41
Digital Sales Director	1-4, 12, 15, 20-21, 28-29, 32-34, 38-39, 41, 47-53, 55	21
Research Director	1-6, 12, 16, 20, 28-29, 32-34, 38-39, 41, 43, 47-49, 51-53, 55	41
National Sales Assistant	1-6, 8, 12, 14, 20, 28-29, 32-34, 38, 46-49, 51-52, 55	8
Creative Services Director	1-6, 9, 12, 20, 24, 26, 28-29, 32-34, 38-39, 43, 47, 49, 51-52, 55	9
News Director	1-7, 12, 20, 24, 26, 28-29, 32-34, 38-39, 41, 43, 46-47, 49, 51-53, 55	39
Television Maintenance Engineer	3-6, 11, 17, 28-29, 32, 34-35, 41, 43, 48-49, 51-52, 54	11
Creative Services Producer	2-6, 12-13, 26, 28-29, 33-34, 41, 43, 47, 52, 54	5
Topical Promotions Producer	1-6, 12-13, 20, 24, 28-29, 32-34, 41, 43, 47-48, 52, 54-55	5
Traffic Manager	2-6, 12, 28, 41, 43, 48-49, 52, 54-55	41
Sales Promotions Coordinator	1, 3-6, 10, 12, 28, 33-34, 41, 43, 47-49, 51-52, 54-55	10
Intergrated Digital Specialist	1-6, 10, 12, 14, 22, 28, 34, 40, 43, 47, 51-52, 54-55	14
Account Executive	3-6, 10, 12, 14, 28, 31, 33-34, 43, 47, 52, 54	10
Account Executive	3-6, 10, 12, 14, 28, 31, 33-34, 43, 47, 52, 54	10
Account Executive	3-6, 10, 12, 14, 28, 31, 33-34, 43, 47, 52, 54	10
Photographer	2-6, 10, 12-13, 28-29, 31, 33-34, 43, 47-49, 52-54	10
Digital Content Producer	2-6, 10, 12, 20, 24, 27-29, 31, 33-34, 43-44, 48, 51-52, 54	27

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Digital Content Producer	2-6, 10, 12, 20, 24, 27-29, 31, 33-34, 43-44, 48, 51-52, 54	27
Sports Anchor	2-6, 10, 12-13, 19-20, 22, 24-26, 28-29, 31-34, 36-37, 43, 46-47, 49, 51-54	36
National Sales Assistant	3-6, 10, 13, 20, 28-34, 42-43, 47-49, 51-54	10
Assistant News Director	2-6, 12, 14, 18, 20, 22-23, 25, 28, 30-32, 34, 36, 43, 47-48, 52-54	36
Digital Content Producer	2-6, 10, 12, 14, 18-20, 24, 28-29, 31-34, 43, 46-49, 51-53	10
News Producer	2-6, 14, 31, 34, 43, 53	31
Integrated Digital Specialist	2-6, 10, 14, 20, 22, 28-34, 43, 47, 52-54	10

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Chamber of Commerce 4300 NE Freemont Suite 220 Portland, Oregon 97213 Phone : 503 224-5794 Url : <a href="http://www.blackchamber.info">http://www.blackchamber.info</a> Email : <a href="mailto:MWilson@RoyJay.com">MWilson@RoyJay.com</a> Roy Jay	N	0
2	Broadcast Education Assn. 1771 N Street, NW Washington, District of Columbia 200366 Url : <a href="http://www.beaweb.org">www.beaweb.org</a> JD Boyle Manual Posting	N	0
3	Clackamas Community College 19600 S Molalla Ave. Career Resource Center Oregon City, Oregon 97045 Phone : 503 594-6001 Url : <a href="http://www.clackamas.edu">www.clackamas.edu</a> Pamela Johnson Manual Posting	N	0
4	Clark Community College 33 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360 992-2964 Url : <a href="http://www.clark.edu">http://www.clark.edu</a> Brianna Lisenbee Manual Posting	N	0
5	Craigslist Portland 1381 9th Ave San Francisco, California Phone : 415 399-5200 Url : <a href="http://portland.craigslist.org">http://portland.craigslist.org</a> HR Department Manual Posting	N	6
6	Craigslist Seattle 222 Sutter Street San Francisco, California 94108-4460 Phone : 415 399-5200 Url : <a href="http://www.craigslist.org">www.craigslist.org</a> ' Administrator Manual Posting	N	0
7	Current Employee - Transfer/Promotion	N	2

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8	Current Employee/Internal Promotion	N	1
9	Employee Promotion	N	1
10	Employee Referral	N	16
11	Facebook post	N	1
12	Governors Office of Film and Television 1001 SE Water Ave. Suite 430 Portland, Oregon 97214 Phone : 503 229-5832 Url : <a href="http://www.oregonfilm.org">http://www.oregonfilm.org</a> Email : <a href="mailto:shoot@oregonfilm.org">shoot@oregonfilm.org</a> Nathan Cherrington	N	0
13	Imatch skills Portland, Oregon 97201 Url : <a href="http://www.imatchskills.com">www.imatchskills.com</a> Service Director Manual Posting	N	0
14	Indeed Oregon Url : <a href="http://www.indeed.com">www.indeed.com</a> n/a N/A Manual Posting	N	7
15	Indeed.com	N	2
16	Internal Candidate	N	1
17	Job Board	N	1
18	Job/Bulletin Board	N	4
19	JournalismJobs.com unknown Berkeley, California Phone : 313 882-3776 Administrator Administrator Manual Posting	N	0
20	Linfield College 900 SE Baker St McMinville, Oregon 97128 Url : <a href="http://www.linfield.edu">http://www.linfield.edu</a> Email : <a href="mailto:kmackay@linfield.edu">kmackay@linfield.edu</a> Kristi Mackay	N	0
21	Linked In	N	1

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22	LinkedIn Corporation 2029 Stierlin Ct Mountain View, California 94043 Phone : Unknown Url : <a href="http://www.linkedin.com">www.linkedin.com</a> " Administrator Manual Posting	N	6
23	Mac's List web based Portland, Oregon Phone : 503-477-8655 Url : <a href="https://www.macslis.org/post/">https://www.macslis.org/post/</a> HR Department HR Department Manual Posting	N	0
24	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Phone : 323 284-5589 ' Administrator Manual Posting	N	0
25	MediaBistro 475 Park Ave South 4th FL New York, New York 10016 Phone : 212 389-2000 Url : <a href="http://www.mediabistro.com">http://www.mediabistro.com</a> ' Adminstrator Manual Posting	N	0
26	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Mark Shilstone Manual Posting	N	0
27	Monster	N	2
28	Mt Hood Community College 26000 SE Stark St. Gresham, Oregon 97030 Phone : 503 491-7432 Url : <a href="http://www.mhcc.edu">http://www.mhcc.edu</a> Email : <a href="mailto:mhccareer@mhcc.edu">mhccareer@mhcc.edu</a> Career Services	N	0

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29	NABET 501 3rd St NW Washington DC, District of Columbia 20001 Phone : 202 434-1254 Url : <a href="http://www.nabetcwa.org">http://www.nabetcwa.org</a> Email : <a href="mailto:jfabrizi@cwa-union.org">jfabrizi@cwa-union.org</a> Jodi Fabrizio-clontz  Prong 2 Ended Date: 5/25/2017	N	0
30	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 866-376-0949 x6089 Url : <a href="http://jobs.nab.org/employer/pricing/">http://jobs.nab.org/employer/pricing/</a> Robert Bunch Manual Posting	N	0
31	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
32	Oregon Association of Broadcasters 13500 SW Pacific Hwy, 58-225 Suite 140 Portland, Oregon 97223 Phone : 971 254 4021 Url : <a href="http://www.theoab.org">http://www.theoab.org</a> Email : <a href="mailto:theoab@theoab.org">theoab@theoab.org</a> Tim Williams	Y	1
33	Oregon Media Production Association 901 SE Oak St Suite 104 Portland, Oregon 97214 Phone : 503 228-8822 Url : <a href="http://www.ompa.org">http://www.ompa.org</a> Email : <a href="mailto:janice@ompa.org">janice@ompa.org</a> Janice Shokrian	N	0
34	Oregon State University 8 Kerr Admin Building Corvallis, Oregon 97331 Phone : 541 737-4086 Url : <a href="http://www.oregonstate.edu">www.oregonstate.edu</a> N/A N/A Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
35	Other Source	N	1
36	Professional/Industry Trade Organization	N	2
37	Re-hire	N	1
38	Reed College Career Services 3203 SE woodstock Blvd Portland, Oregon 97202 Phone : 503 777-7511 Url : <a href="http://www.reed.edu/career">http://www.reed.edu/career</a> Email : <a href="mailto:career.services@reed.edu">career.services@reed.edu</a> Ron Albertson	N	0
39	Rick Gevers & Associates 355 E. Ohio #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	1
40	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888 884-2630 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> ' Administrator Manual Posting	N	0
41	Station Website	N	24
42	Station's Facebook Page	N	1
43	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway Manual Posting	N	5
44	TVJobs.com	N	1
45	University of Missouri 76G Gannett Hall Columbia, Missouri 65211 Phone : (573)882-0373 Email : <a href="mailto:WillisB@missouri.edu">WillisB@missouri.edu</a> Barbara G. Willis, MA, Ph.D.	N	0

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46	University of Oregon School of Journalism 1787 Agate Rm 124 Eugene, Oregon 97403 Phone : 541-346-3738 Url : jcpmm.uoregon.edu Bill Morill Manual Posting	N	0
47	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : http://career.uoregon.edu Email : pferris@uoregon.edu Pat Ferris	N	0
48	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : career.uoregon.edu Pat Ferris Manual Posting	N	0
49	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : cnisser@uoregon.edu Fax : 1-541-346-5815 Charlotte Nisser	N	0
50	Urban League of Portland 10 N. Russel Portland, Oregon 97227 Phone : 503 280-2600 Ext. 640 Url : http://ulpdx.org Email : uljobs@ulpdx.org Deborah Lindsay	N	0
51	Warner Pacific College 2216 SW 68th Ave Portland, Oregon 97215 Phone : 503 517-1000 Url : www.warnerpacific.edu Email : rjohanson@warnerpacific.edu Rod Johanson	N	0



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52	Washington Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Phone : 360 705-0774 Url : <a href="http://www.wsab.org">http://www.wsab.org</a> Email : <a href="mailto:wsabjobbank@comcast.net">wsabjobbank@comcast.net</a> Career Services	N	0
53	Washington State University 14204 NE Salmon Creek Ave Vancouver, Washington 98686 Phone : 360 546-9224 Url : <a href="http://www.vancouver.wsu.edu">www.vancouver.wsu.edu</a> Christine Lundeen Manual Posting	N	0
54	Washington State University Career Services P.O. Box 641061 Pullman, Washington 99164 Phone : 509 335-3424 Url : <a href="http://www.wsu.edu">http://www.wsu.edu</a> Heidi Benjamin Manual Posting	N	0
55	Washington State University Vancouver 14204 NE Salmon Creek Ave Vancouver, Washington 98686 Phone : 360 546-9224 Url : <a href="http://www.vancouver.wsu.edu/career">http://www.vancouver.wsu.edu/career</a> Email : <a href="mailto:career@vancouver.wsu.edu">career@vancouver.wsu.edu</a> Christine Lundeen	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>101</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	10/3/2016	Establishment of an intern program designed to assist members of the community	This intern attends Portland State University and successfully completed a 10 week internship during the fall term. The intern worked in the KOIN Newsroom and worked with the assignment desk, producers, reports, anchors, photographers and editors. He gained hands on experience in all areas mentioned above but concentrated in the KOIN Sports department.	5	Executive Sports Producer Sports reporter Sports Photographer Sports Anchor
2	2/2/2017	Participation in Job Fairs	Participated in Job Fair at Pacific University in forest Grove, Oregon Approximately 1000 students	1	Business Administrator
3	5/3/2017	Participation in Job Fairs	Participated in Career Days on 5/3/17 at Clark College in Vancouver, Washington. The event was from 11am to 3pm. We visited with many students as well as job seekers from the general public. We presented our open positions as well as discussed our internship program	2	Business Administrator Director of Technical Operations
4	5/8/2017	Provision of training to management	Attended an Employment Law Seminar presented by Labor Attorney's from Tonkon Torp. This was a 4 hours seminar that presented updated information on ADA, Discrimination and Harassment, Immigration Law, Wage and hour laws and Drug and Alcohol polices.	1	Business Administrator
5	5/23/2017	Establishment of an intern program designed to assist members of the community	This years intern attends Gonzaga University and successfully completed a 12 week Internship during the summer term in the KOIN news department working with the assignment desk, producers, reporters, photographers and the KOIN Sports staff. He gained hands on experience in the areas of assignment desk and producing and putting together a sports show.	3	Sports Executive Producer Sports Ancor Sports Photographer

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6	5/23/2017	Establishment of an intern program designed to assist members of the community	This intern attends Abraham Baldwin Agriculture College. This years intern successfully completed an 8 week Summer Semester Internship in the news department working with the assignment desk, producers, reporters and Photographers. He gained hands on experience in the areas of assignment desk and producing	50	Assorted Positions News Director
7	5/30/2017	Establishment of an intern program designed to assist members of the community	This intern attends George Washington University. This intern successfully completed a 10 week Summer Semester Internship in the news department working with the assignment desk, producers, reporters and Photographers. He gained hands on experience in the areas of assignment desk and producing. He had a chance to work in many of the different positions giving him a full view of jobs in broadcast media.	40	Assorted Positions News Director
8	6/19/2017	Establishment of an intern program designed to assist members of the community	This intern was from Central Washington University. This intern successfully completed a 10 week Summer Semester Internship in the news department working with the assignment desk, producers, reporters and Photographers. She gained hands on experience in the areas of assignment desk and producing. She had a chance to work in many of the different positions giving her a full view of jobs in broadcast media.	50	Assorted Titles. News Director
9	8/31/2017	Participation in Job Fairs	Attended Pacific University Fall Work and Service Fair. Visited with many students regarding careers in Broadcast Media. Also Discussed internship opportunities with many students	1	Busines Administrator/HR