

# KOIN

## 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Special Projects Producer	3-7, 10-11, 13, 15-17, 20-24, 28-30, 35, 37-44	13
Chief Meteorologist	3-7, 10-11, 15, 17-18, 20, 22-25, 28-31, 35, 37-40, 42-44	31
Videographer	3-7, 9-10, 12, 20, 23-24, 26, 28-30, 35, 38, 40, 42, 44	26
Digital Account Executive	3-7, 9-12, 18, 23, 26, 28, 30, 33, 35, 38, 42-44	9
Morning Meteorologist	3-7, 10, 12, 15, 18, 20, 23, 25-26, 28-30, 35, 37-44	26
Integrated Digital Specialist	3-7, 10, 12, 18, 23, 25-26, 28-30, 32-33, 35, 38-44	26
Digital Sales Director	3-7, 10, 12, 18-19, 23-26, 28-31, 33, 35, 39-44	31
Broadcast Graphic Designer	3-7, 10, 12, 14, 18-19, 23-24, 26, 28-31, 35, 38, 41-44	26
Videographer	3-7, 9-10, 18, 23-24, 26, 28-30, 35, 38, 41-44	9
Videographer	3-7, 9-10, 18, 23-24, 26, 28-30, 35, 38, 41-44	26
Reporter	3-7, 9-10, 12, 15, 19-20, 22-23, 25-26, 28-30, 34-38, 40-44	9
Reporter	3-7, 9-10, 12, 15, 19-20, 22-23, 25-26, 28-30, 34-38, 40-44	9
Local Sales Manager	3-7, 9-10, 12, 18-19, 23, 25-26, 28-30, 33, 35, 38-39, 41-44	9
News Video Editor	3-7, 10-12, 19, 22-26, 28-30, 34-35, 38, 41-45	26
News Video Editor	3-7, 10-12, 19, 22-26, 28-30, 34-35, 38, 41-45	26
Assignment Editor	2-7, 9-12, 15, 19, 22-26, 28-30, 35, 37-38, 41-45	9
National Sales Manager	1, 3-7, 9-12, 19, 23, 25-26, 28-30, 35, 38, 40-45	9
National Sales Assistant	3-7, 9-10, 12, 14, 23-24, 26, 28-30, 35, 38, 41-45	26

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Broadcast Engineer	3-7, 9-10, 20, 22-26, 28-31, 35, 39-45	9
Broadcast Engineer	3-7, 9-10, 20, 22-26, 28-31, 35, 39-45	26
Reporter	3-7, 9-10, 18-20, 22-23, 26, 28-30, 34-35, 37-38, 42-45	34
Morning Meteorologist	3-7, 9-10, 15, 19-20, 22-23, 26, 28-30, 35, 38, 41-45	9
Assignment Editor	3-7, 9-12, 17, 19-20, 22-24, 26, 28-30, 35, 37-40, 42-45	26
Ignite Director	3-7, 9-10, 12, 19, 22-24, 26, 28-30, 35, 39, 41-42, 44-45	9
News Producer	3-12, 17-23, 26-31, 35, 37-40, 42-45	27
News Producer	3-12, 17-23, 26-31, 35, 37-40, 42-45	26

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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	Advertisement-Print	N	1
2	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 : MWilson@RoyJay.com Roy Jay	N	0
3	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
4	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
5	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
6	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	0
7	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

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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>
8	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : <a href="http://www.diversitysearch.com">www.diversitysearch.com</a> Email : <a href="mailto:sales@DiversitySearch.com">sales@DiversitySearch.com</a> Fax : (503) 221-7780 Director of Placement	N	0
9	Employee Referral	N	25
10	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
11	Imatch skills Portland, Oregon 97201 Url : <a href="http://www.imatchskills.com">www.imatchskills.com</a> Service Director Manual Posting	N	0
12	Indeed Oregon Url : <a href="http://www.indeed.com">www.indeed.com</a> n/a N/A Manual Posting	N	12
13	Internal Promotion	N	1
14	Job/Bulletin Board	N	3
15	JournalismJobs.com unknown Berkeley, California Phone : 313 882-3776 Administrator Administrator Manual Posting	N	0
16	JournalsimNext.com Unknown Unknown, California Phone : 703 629-0178 Url : <a href="http://jopurnalismNext.com">jopurnalismNext.com</a> Eric Lee Manual Posting	N	0

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17	Linfield College 900 SE Baker St McMinville, Oregon 97128 Url : <a href="https://linfield-csm.symplicity.com/employers/index.php?s=home">https://linfield-csm.symplicity.com/employers/index.php?s=home</a> Kristi Mackay Manual Posting	N	0
18	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
19	Mac's List web based Portland, Oregon Phone : 503-477-8655 Url : <a href="https://www.macslist.org/post/">https://www.macslist.org/post/</a> HR Department Manual Posting	N	0
20	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Phone : 323 284-5589 ' Administrator Manual Posting	N	0
21	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> ' Administrator Manual Posting	N	0
22	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Mark Shilstone Manual Posting	N	0

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23	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> Career Services Manual Posting	N	0
24	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	N	0
25	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
26	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26
27	Nexstar's Facebook Page	N	1
28	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	0
29	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:lilly@ompa.org">lilly@ompa.org</a> Lilly Cicala	N	0

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30	Oregon State University 8 Kerr Admin Building Corvallis, Oregon 97331 Phone : 541 737-4086 Url : www.oregonstate.edu N/A N/A Manual Posting	N	0
31	Professional/Industry Trade Organization	N	6
32	Rick Gevers & Associates 355 E. Ohio #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
33	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888 884-2630 Url : www.spotsndots.com ' Administrator Manual Posting	N	0
34	Station's Facebook Page	N	3
35	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	3
36	TVJobs.com	N	1
37	University of Oegon School of Journalism 1787 Agate Rm 124 Eugene, Oregon 97403 Phone : 541-346-3738 Url : jcpmm.uoregon.edu Bill Morill Manual Posting	N	0

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38	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : <a href="http://career.uoregon.edu">http://career.uoregon.edu</a> Email : <a href="mailto:pferris@uoregon.edu">pferris@uoregon.edu</a> Pat Ferris	N	0
39	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : <a href="http://career.uoregon.edu">career.uoregon.edu</a> Pat Ferris Manual Posting	N	0
40	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : <a href="mailto:cnisser@uoregon.edu">cnisser@uoregon.edu</a> Fax : 1-541-346-5815 Charlotte Nisser	N	0
41	Warner Pacific College 2216 SW 68th Ave Portland, Oregon 97215 Phone : 503 517-1000 Url : <a href="http://www.warnerpacific.edu">www.warnerpacific.edu</a> Email : <a href="mailto:rjohanson@warnerpacific.edu">rjohanson@warnerpacific.edu</a> Rod Johanson	N	0
42	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:kshipman@wsab.org">kshipman@wsab.org</a> Career Services	N	0
43	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



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44	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
45	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>88</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	10/26/2017	Participation in events or programs sponsored by educational institutions	Station personnel participated as panelist at the Clark Community College – Careers in Media event. During that event, which included a question and answer session, Station personnel discussed careers in broadcasting.	2	Assistant Director of Technical Operation Anchor/Reporter
2	2/1/2018	Participation in Job Fairs	The Station participated at the 2018 Spring Work and Service Fair at Pacific University. Station personnel were able to meet with students and discuss vacancies and internships available at the Stations and in the broadcasting industry.	1	Business Administrator
3	2/2/2018	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.  The Station hosted one (1) intern, from University of Oregon during the Spring 2018 Semester and three (3) interns, from Oakwood University, Arizona State University and University of Oregon, in the Summer 2018 Semester	1	Assistant News Director News Director
4	5/3/2018	Participation in Job Fairs	The Station participated at the Clark College Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Assist Direct of Teshnical Operations
5	5/24/2018	Participation in events or programs sponsored by educational institutions	The Station participated at the Franklin High School Career Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Business Administrator Assist Director of Technical Operations
6	5/29/2018	Participation in events sponsored by community groups	The Station hosted a tour for students from Stayton High School. Station personnel discussed careers at the Station and in the broadcasting industry and conducted a question and answer session.	1	Reporter

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	<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>
7	8/22/2018	Participation in events or programs sponsored by educational institutions	The Station hosted a tour for students from Jefferson High School and Benson High School. Station personnel discussed careers at the Station and in the broadcasting industry and conducted a question and answer session	3	Anchor Anchor Meteorologist
8	9/19/2018	Participation in Job Fairs	The Station participated at the Pacific University Job Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Assistant Director of Tech Operations