

KSNC, KSNG, KSNK, KSNL, KSNW
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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
Bi-Lingual MMJ/Producer	1, 4-6, 8-13, 15-19	12
Multimedia Reporter/Video Journalist	1, 3-5, 7-11, 13, 15-19	9
Digital MMJ	1, 4-5, 8-13, 15-19	9
Multimedia Reporter/Video Journalist	1-2, 4-5, 8, 10-11, 13, 15-19	2
Sports Anchor/Reporter	1, 4-6, 8, 10-11, 13, 15-19	13
Sales Account Executive	1, 4-5, 8, 10-11, 13, 15-19	11
Meteorologist	1, 4-5, 8, 10-11, 13, 15-19	15
Maintenance Engineer	1, 3-5, 8, 10-11, 13-19	14
Executive Producer	1, 4-8, 10-11, 13, 15-19	15
MMJ/Photographer/Editor	1, 4-6, 8, 10-11, 13, 15-19	15
Newscast Director	1, 4-6, 8, 10-11, 13, 15-19	6

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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 Email : susan.wade@bakeru.edu Susan Wade	N	0
2	Educational Institution	N	1
3	Employee Referral	N	2
4	Emporia State University 1200 Commercial-433 S. Morse Hall Emporia, Kansas 66801 Phone : (620) 341-5407 Url : www.emporia.edu/cdceps/employer.htm Email : kolson@emporia.edu Karla Olson	N	0
5	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
6	Indeed.com	N	6
7	Internal Promotion	N	3
8	Internal Review 833 N. Main Street Wichita, Kansas 67203 Phone : 316-292-1121 Email : mdeschner@ksn.com Malea Deschner	N	0
9	Intracompany Transfer	N	3
10	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : michelle@kab.net Michelle Richeson	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
11	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 Jana Thomas	N	1
12	Linked In	N	3
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	14
14	Re-hire	N	1
15	Station Website 833 N. Main St Wichita, Kansas Url : www.ksn.com Kevin White Manual Posting	N	11
16	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark C. Holloway	N	5
17	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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18	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
19	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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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	2/24/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker for the Wichita State University journalism class. She spoke about career decisions and job requirements.	1	News Director
2	2/26/2020	Participation in Job Fairs	SEU participated at the Fort Hays State University Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Reporter
3	2/27/2020	Participation in Job Fairs	SEU participated at the Kansas State University Journalism Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
4	3/5/2020	Participation in Job Fairs	SEU participated at the University of Kansas Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
5	4/21/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker for the University of Missouri Columbia journalism class. She spoke about career decisions and job requirements.	1	News Director
6	6/22/2020	Establishment of an intern program designed to assist members of the community	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. SEU hosted one (1) intern, Kansas State University, during the 2020 Summer Semester.	4	News Director Assistant News Director Sports Director Digital Media Manager
7	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions to the Wichita Workforce and to Kansas Association of Broadcasters, a media/trade organization, with a broad-based membership, including the participation of women and minorities.	1	Business Administrator

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8	Ongoing Event	Participation in other activities designed by the station employment unit	SEU established the Wichita Journalism Collaborative with other news organizations in the area, including the Wichita State University Sunflower, the student-run newspaper. Purpose of the collaborative is to provide real-world experience to the students.	2	News Director Digital Media Manager