

**KSNT and KTMJ**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

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
Sports Reporter, I	1-3, 5-12, 14, 16-19	11
Account Executive, Sales	5-7, 9-10, 12-13, 15-19	6
Multimedia Journalist Reporter I	4-5, 7, 9-10, 12, 16-19	4
Receptionist	5-7, 9-10, 12, 16-19	6
Sales Assistant, I	5-7, 9-10, 12, 16-19	6
MultiMedia Journalist Reporter I	4-5, 7, 9-10, 12, 16-19	4
Digital Producer, I	5, 7, 9-12, 16-19	11

\* February 1, 2021, the SEU deleted RS#6/Indeed.com and RS#11/Linked In.

Nexstar did not actively distribute job vacancy notices to Indeed.com and Linked In. However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

\* February 1, 2021 the SEU deleted inactive RS#1/Baker University, RS#2/Chanute One-Stop Workforce Development Center, RS#3/Cloud County Community College, RS#8/Kansas Works - Independence One Stop Center, RS#14/Tabor College

\* February 1, 2021, the SEU removed RS#13/Spots N Dots and RS#15/TVNewsCheck.com as these paid sources are no longer utilized.

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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 618 Eighth Street P.O. Box 65 Baldwin City, Kansas 66006 Phone : 785-594-8435 Url : <a href="http://bakeru.edu">http://bakeru.edu</a> Email : <a href="mailto:susan.wade@bakeru.edu">susan.wade@bakeru.edu</a> Susan Wade	N	0
2	Chanute One-Stop Workforce Development Center 119 N Grant Street Chanute, Kansas 66720 Phone : 620-432-0304 Email : <a href="mailto:kcoomes@neosho.edu">kcoomes@neosho.edu</a> Fax : 1-620-431-2375 Terry Coomes	N	0
3	Cloud County Community College P.O. Box 1002 Concordia, Kansas 66901 Phone : 785-243-1435 ext 323 Url : <a href="http://www.cloud.edu/">http://www.cloud.edu/</a> Email : <a href="mailto:bhanson@cloud.edu">bhanson@cloud.edu</a> Fax : 1-785-243-9321 Brenda Hanson	N	0
4	Employee Referral	N	2
5	Handshake 6835 NW US Highway 24 Topeka, Kansas 66618-5507 Phone : 7855824000 Url : <a href="http://www.joinhandhake.com">www.joinhandhake.com</a> Kimberly Fellows Manual Posting	N	0
6	Indeed.com	N	4
7	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : <a href="mailto:Allison@kab.net">Allison@kab.net</a> Allison Mazzei	N	0

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8	KansasWorks - Independence One-Stop Center 200 Arco Place, Suite 101 Independence, Kansas 67301 Phone : (620) 332-5904 Url : www.kansasworks.com Email : independencejobs@KS.gov Fax : 1-620-331-0856 Mat Bennett	N	0
9	KansasWorks/Topeka Workforce Center 1430 SW Topeka Blvd Topeka, Kansas 66612 Phone : 785-235-5627 Email : curtis.jones@ks.gov Curtis Jones	N	0
10	Lawrence Workforce Center 2540 Iowa Street, Suite R Lawrence, Kansas 66046 Phone : (785) 840-9675 Url : www.workforcecenters.com/lawrence/ Email : cwhite@KansasWorks.com Fax : 1-785-865-5465 Cheryl White	N	0
11	Linked In	N	2
12	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
13	Spots N Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Classified Ads Manual Posting	N	0
14	Tabor College 400 South Jefferson Hillsboro, Kansas 67063 Phone : 620-947-3131 Email : studentsuccess@tabor.edu Fax : 1-620-947-2607 Erica Haude	N	0

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15	TVNewsCheck.com 24 West Lancaster Ave Suite 205 Chatham, New Jersey 07928 Phone : 215-901-9495 Url : tvnewscheck.com Steve Stoltz Manual Posting	N	0
16	University of Kansas School of Journalism 210B Stauffer-Flint hall Manhattan, Kansas 60045 Phone : 785-864-7630 Url : http://www.ku.edu/ Email : ucc@ku.edu Steve Rottinghaus	N	0
17	Wichita State University 1845 Fairmount St Wichita, Kansas 67260 Phone : 316-000-0000 Email : wsuhire@wichita.edu Megan Dugger	N	0
18	WTI 3712 SW Burlingame Rd. Topeka, Kansas 66612 Phone : 785-354-4568 Url : http://www.wti.edu/ Email : sburns@wti.edu Shane Burns	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</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	Ongoing Event	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 SUE hosted five (5) interns from the University of Kansas and two (2) interns from Washburn University during the 2021 Spring Semester and seven (7) interns from The University of Kansas during the 2021 Summer Semester and two (2) interns from the University of Kansas during the 2021 Fall Semester.</p>	1	News Director
2	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 Kansas Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and Minorities	1	
3	2/17/2021	Participation in events or programs sponsored by educational institutions	SEU participated at the Washburn University Spring 2021 Virtual 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	3/4/2021	Participation in events or programs sponsored by educational institutions	The SEU participated in the University of Kansas Spring Journalism Virtual Career Fair. SEU personnel met with potential job applicants.	1	News Director
5	3/26/2021	Participation in events or programs sponsored by educational institutions	The SEU participated at the University of Alabama C&IS Virtual Career Fair. SEU] personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
6	4/8/2021	Participation in events sponsored by organizations representing the community	SEU personnel attended the Kansas Association of Broadcasters Virtual Student Career fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director

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7	4/8/2021	Participation in events or programs sponsored by educational institutions	The SEU participated at the Farleigh Dickinson University Virtual Hiring Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
8	4/27/2021	Participation in events or programs sponsored by educational institutions	The SEU participated at the University of Missouri System Virtual Hiring Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
9	10/22/2021	Participation in events or programs sponsored by educational institutions	The SEU participated at the Newmark J-School The Craig Newmark Graduate School of Journalism ay CUNY) Virtual Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director