

KDVR, KFCT, KWGN
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
Engineer, Maintenance	11-12, 16-17, 21, 26-27, 33-34, 44, 48, 51, 53, 57, 61-62, 66-67, 74	27
Engineer, Maintenance	11-12, 16-17, 21, 26-27, 33-34, 44, 48, 51, 53, 57, 66-67, 74	27
Account Executive	1-4, 7-8, 10-21, 23-26, 28, 31, 33-36, 38-39, 41-44, 48-49, 51-55, 57-59, 61-62, 64-71, 73-74	49
Editor, Assignments	11-12, 16-17, 21, 26, 33-34, 44, 49-51, 53, 57, 61-62, 66-67, 74	49
Newscast Producer	11-12, 16-17, 21, 26, 33-34, 44, 49-51, 53, 57, 61-62, 66-67, 74	49
Director	1, 4-6, 8-12, 16-17, 21, 23-24, 28-31, 33-36, 38-40, 42-47, 49, 51-57, 59-64, 68-73	49
Producer	29, 49	29
Executive Producer	18, 29, 49	29
Master Control Operator	47, 49	49
Producer, Executive	27, 49	49
Sports Reporter, MMJ	18, 29, 49	49
General Manager	29, 37, 49	29
Producer, Executive Digital	1, 4-5, 8, 10-12, 16-17, 23-24, 28, 30-31, 33-36, 38-39, 42-46, 49, 51-55, 57, 59, 61-62, 64, 68-71, 73-74	49
KDVR.com Digital Data Reporter	1, 4-5, 8, 10-12, 16-17, 23-24, 28, 30-36, 38-39, 42-46, 49, 51-55, 57, 59, 61-62, 64, 68-71, 73-74	32
Digital First MMJ	1, 4-5, 8, 10-12, 16-17, 23-24, 27-31, 33-36, 38-39, 42-46, 49, 51-55, 57, 59, 61-62, 64, 68-71, 73-74	29
Digital Content Producer	1, 4-5, 8, 10-12, 16-17, 23-24, 28, 30-31, 33-36, 38-39, 42-46, 49, 51-55, 57, 59, 61-62, 64, 68-71, 73-74	49

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FOX31 Morning News Producer	1, 4-5, 8, 10-12, 16-17, 21-24, 28, 30-31, 33-36, 38-39, 42-46, 49, 51-55, 57, 59, 61-62, 64, 68-71, 73-74	49
Integrated Digital Specialist	1, 4-5, 8, 10-12, 16-17, 19, 21-24, 28, 30-31, 33-39, 42-46, 49, 51-55, 57, 59, 61-64, 68-74	19

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : http://602communications.com Sandy Lizik Manual Posting	N	0
2	Alan Sanders Media Group 111 Eighth Ave New York, New York 10011 Alan Sanders Manual Posting	N	0
3	Andrew Hudson 5130 S Hanover Way Englewood, Colorado 80111 Phone : 720-350-4329 Andrew Hudson Manual Posting	N	0
4	Arapahoe Community College 5900 S Santa Fe Drive Littleton, Colorado 80120 Phone : 303-797-4222 Career Services Manual Posting	N	0
5	Asian American Journalists Association 575 Market Street San Francisco, California 94105 Url : https://www.aaaja.org/ n/a n/a Manual Posting	N	0
6	Asian Pacific Development Center 1544 Elmira St. Aurora, Colorado 80010 Phone : 303.365.2959 x104 Url : http://apdc.org Fax : 1-303-344-4599 Coleen Higashide	N	0

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7	B-Roll.net 1623 D St. NE Washington, District of Columbia 20002 Phone : 202-486-8842 Url : www.b-roll.net Kevin Johnson Manual Posting	N	0
8	Bell Talent, Inc 114 S Irena Ave Redondo Beach, California 90277 Rober Bell Manual Posting	N	0
9	Colorado Black Chamber of Commerce 410 17th Street Denver, Colorado 80202 Phone : 303-831-0720 Url : http://coloradoblackchamber.org Fax : 1-303-755-7363 Carrie Warren	N	0
10	Colorado Broadcasters Assoc 333 West Hampden Ave Suite 400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://coloradobroadcasters.org Justin Sasso Manual Posting	N	0
11	Colorado College 14 E. Cache La Poudre St Colorado Springs, Colorado 80903 Phone : 719-389-6893 Email : careercenter@coloradocollege.edu Fax : 1-719-389-6804 Geoff Falin	N	0
12	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	Y	0

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13	Connecting Colorado 201 W Colfax, Department 1005 Denver, Colorado 80202 Phone : (720) 913-1648 Url : http://connectingcolorado.org Steve Martinez Manual Posting	N	0
14	Craigslist.org North Carolina Url : http://craigslist.org Career Services Manual Posting	N	0
15	Denver Weekly 1937 Welton St. Denver, Colorado 80205 Phone : 303.292.5158 Fax : 1-303-292-5344 Career Services Manual Posting	N	0
16	Discovery Job Network, Inc. 8035 S. Quebec Centennial, Colorado 80012 Phone : 303-220-3384 Email : djn2@stthomasmore.org Fax : 1-303-220-3385 Liz Stelloh	Y	0
17	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Sherry Giron	N	0
18	Employee Referral	N	4
19	Employee Referrals Colorado 80203 Phone : 303-595-3131 Career Services	N	3

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20	EntertainmentCareers.net 914 S. Barrington Los Angeles, California 90049 Phone : 310-442-0200 Url : http://entertainmentcareers.net Brad Hall Manual Posting	N	0
21	Gay, Lesbian, Bisexual, Transgender Ctr of Colo PO Box 9798 Denver, Colorado 80209 Phone : 303-733-7742 Url : http://coloradoglbt.org Fax : 1-303-282-9399 Rahn Anderson	N	0
22	Handshake 225 Bush Street San Francisco, California 94104 Url : https://joinhandshake.com/ Natalie Cepeda Manual Posting	Y	0
23	HD Reps 5005 Greensville Ave Suite 150 Dallas, Texas 75206 David Bordelon Manual Posting	N	0
24	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, Colorado 80204 Phone : (303)534-7783 Url : http://dhcc.com Monica Rodruquez Manual Posting	N	0
25	If Management, Inc 810 7th Ave 11th Floor New York, New York 10019 Steve Herz Manual Posting	N	0
26	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online 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
27	Internal Promotion	N	6
28	Internships 100 E Speer Blvd Denver, Colorado 80203 Url : www.kdvr.com Internships Internships Manual Posting	N	0
29	Intracompany Transfer	N	10
30	Investigative Reporters & Editors 141 Neff Annex Columbia, Missouri 65211 Url : https://www.ire.org/ n/a n/a Manual Posting	N	0
31	IRE (Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Amy Johnston Manual Posting	N	0
32	Job/Bulletin Board	N	3
33	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
34	Kansas State University Kansas State University Manhattan, Kansas 66506 Phone : 7855326011 Email : gfreela@ksu.edu Gloria Freeland	Y	0
35	Ken Fishkin & Associates 106 Union Wharf Boston, Massachusetts 02109 Ken Fishkin Manual Posting	N	0

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36	Ken Lindner & Associates, Inc 2029 Century Park East Suite 1000 Los Angeles, California 90067 Ken Lindner Manual Posting	N	0
37	Linked In	N	8
38	Media-Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 323-284-5589 Url : www.media-match.com/usa Tammy Romaniuk Manual Posting	N	0
39	Medialine.com Box 51909 Pacific Grove, California 93950 Phone : 800.237.8073 Url : http://medialine.com Career Services Manual Posting	N	0
40	Metro State 1201 5th St. #9 Denver, Colorado 80204 Phone : 303-556-3664 Fax : 1-303-556-4035 Career Services	N	0
41	motiongrapher.com 124 Rivington St Ground Floor New York, New York 10002 Justin Cone Manual Posting	N	0
42	N.S. BienStock, Inc 250 W 57th St Suite 333 New York, New York 10107 Rick Ramage Manual Posting	N	0
43	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart 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
44	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
45	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Url : https://www.nabj.org/ n/a n/a Manual Posting	N	0
46	National Association of Hispanic Journalists 123 Speer Blvd. Denver, Colorado 80203 Url : https://nahj.org/ n/a n/a Manual Posting	N	0
47	National Urban League 120 Wall St New York, New York 10005 Phone : 212-558-5300 Url : http://www.nul.org/ Fax : 1-212-344-5332 Ursula Higgins	N	1
48	NEWSED: Comm Development Corp. 901 W 10th Ave Denver, Colorado 80204 Phone : 303-534-8342 Url : http://www.newsed.org Email : vbarela@newsed.org Fax : 1-303-534-7418 Veronica Barela	N	0
49	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	38

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50	Ohio Center for Broadcasting/Colorado Media School 404 S. Upham Street Lakewood, Colorado 80026 Phone : 303-479-4908 Email : dbyrd@beonair.com Fax : 1-303-975-0386 Debbie Byrd	N	0
51	Only the Strong Foundation Denver Denver, Colorado Email : marcus@onlythestrong.foundation Marcus Jackson	Y	0
52	OTA Talent Colorado Phone : 719-388-9765 Jeff Marku Manual Posting	N	0
53	Red Rocks Community College 13300 W. 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6389 Email : nancy.carlson@rrcc.edu Nancy Carlson	N	0
54	Regis University 3333 Regis Blvd. Denver, Colorado 80221 Url : http://www.ecampusrecruiter.com Karen Adducci Manual Posting	N	0
55	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : rickgevers.com Fax : 1-317-769-7910 Rick Gevers Manual Posting	N	0

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56	Rocky Mountain Indian Chamber of Commerce 924 W. Colfax Ave. Denver, Colorado 80204 Phone : 303-629-0102 Url : http://rmicc.org Fax : 1-800-626-3357 Career Services	N	0
57	Seniors! Inc. 5840 E. Evans Denver, Colorado 80222 Phone : 303-300-6900 Url : http://seniorsinc.org Fax : 1-303-300-6950 Bill Hammer	N	0
58	Society for News Design (SND) 424 E Central Blvd Orlando, Florida 35801 Phone : 407-420-7748 Url : www.office.snd.org Web source Web Source Manual Posting	N	0
59	Spots 'N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : www.spotsndots.com Emily McKay Manual Posting	N	0
60	State of CO Division of Vocational Rehabilitation 2211 W Evans Ave, Bldg A Denver, Colorado 80223 Phone : (303) 866-3297 Email : Joy.Caine@state.co.us Fax : 1-303-866-3419 Joy Caine	N	0
61	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	0

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62	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	0
63	The Art Institute of Colorado 1200 Lincoln St Denver, Colorado 80203 Phone : 303-824-4881 Email : kechter-wright@aii.edu Kate Wright	N	0
64	The NWT Group 2110 Elmwood Bryant, Texas 77802 Nancy Shafran Manual Posting	N	0
65	The Pynter Institute 801 Third St. South St. Petersburg, Florida 33701 Phone : 727-553-4709 Jacqueline Davis Manual Posting	N	0
66	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	0
67	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	0
68	TVandRadioJobs.com Internet Only Site North Carolina Url : http://tvandradiojobs.com Career Services Manual Posting	N	0

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69	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com/postjobs Career Services Manual Posting	N	0
70	TVNewsCheck.com P.O. Box 565 Chathan, New Jersey 07928 Phone : 215-901-9495 Steve Toltz Manual Posting	N	0
71	Univ of Colorado - Boulder 1505 University Ave Boulder, Colorado 80302 Phone : 303.492.4123 Url : http://colorado.edu/careerservices/employers Michael Deragisch Manual Posting	N	0
72	Urban League of Metro Denver 2015 York St. Denver, Colorado 80205 Phone : 303-377-2790 Url : http://denverurbanleague.org Email : info@denverurbanleague.org Fax : 1-303-377-2794 Landri Taylor	N	0
73	Welldunne Talent 316 Cromwell Ave SW Albuquerque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0
74	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:			73

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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	5/11/2020	Participation in Job Fairs	The SEU participated in a virtual Job Fair with the Colorado Broadcasters Association. SEU personnel were able to virtually meet with candidates and discuss vacancies at the SEU and in the broadcasting industry.	1	Regional Human Resources Manager
2	11/16/2020	Participation in Job Fairs	The SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. SEU personnel were able to virtually meet with attendees and discuss vacancies at the Stations and in the broadcast industry.	1	Human Resources Business Administrator