

**KXMA, KXMB, KXMC, KXMD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

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
Local Sales Manager	8-9, 19	8
Account Executives, Sales	8-9, 13, 18-19	19
Account Executive, Sales	8-9, 13, 18-19	8
Account Executive, Sales	8-9, 13, 18-19	19
Digital Journalist	9, 19	9
General Manager	8-9, 13, 18-19	9
Account Executive	8-9, 13, 18-19	9
Production Assistant	9, 13, 18-19	19
Production Assistant	8-9, 19	8
Weekend News Anchor / Weekday Reporter	8-9, 18-19	9
MMJ / Reporter	8, 18-19	19
Multi Media Journalist	8-9, 18-19	8
Sports Anchor / Reporter	8, 19, 29	29
Multi Media Journalist	1-35	13
News Producer	8-9, 18-19	9
Account Executive	8-9, 19, 25	9
Production Assistant	9, 19	9
News Anchor	9, 19	19
Production Assistant	8-9, 18-19	8
Photographer	8-9, 13, 18-19	13
Multimedia Journalist Reporter	9, 19, 35	35
MMJ / Reporter	8-9, 19	8
Morning Producer	9, 19	9
Digital Producer	1-35	35
Sports Reporter	8-9, 18-19	8
Master Control Operator	9, 19	9

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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	Bis-Man Online 216 N. 23rd Street Bismarck, North Dakota 58501 Phone : 701-222-0370 Url : <a href="http://www.bismanonline.com">http://www.bismanonline.com</a> Gina Gordon Manual Posting	N	0
2	Bismarck State College 1500 Edwards Avenue P.O. Box 5587 Bismarck, North Dakota 58501 Phone : 701-224-5400 Url : <a href="http://www.bismarckstate.edu">http://www.bismarckstate.edu</a> Kate Milner Manual Posting	N	0
3	Bismarck Tribune 707 E. Front Avenue Bismarck, North Dakota 58501 Phone : 701-258-6900 Url : <a href="http://www.bismarcktribune.com">http://www.bismarcktribune.com</a> Classified Department Manual Posting	N	0
4	Career Page 2333 Wisconsin NE Albuquerque, New Mexico 57110 Phone : 800-622-2414 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Email : <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a> Suzan Strong	N	0
5	Dakota College 105 Simrall Blvd. Bottineau, North Dakota 58318 Phone : 701-228-5410 Url : <a href="http://www.dakotacollege.edu">http://www.dakotacollege.edu</a> Fax : 1-701-228-5499 Communications Career	N	0
6	Dickinson State University 291 Campus Drive Dickinson, North Dakota 58601 Phone : 701-483-2370 Url : <a href="http://www.dickinsonstate.edu">http://www.dickinsonstate.edu</a> Amanda Benedict-Barbian Manual Posting	N	0

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7	Fargo Forum 101 - 5th Street North Fargo, North Dakota 58102 Phone : 701-235-7311 Url : <a href="http://www.inforum.com">http://www.inforum.com</a> Classified Department Manual Posting	N	0
8	Indeed 6344 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Publication Manual Posting	N	7
9	Internal Station Postings 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9100 Url : <a href="http://www.myndnow.com">http://www.myndnow.com</a> Email : <a href="mailto:krohrich@kxnet.com">krohrich@kxnet.com</a> Kari Rohrich	N	9
10	Job Headquarters Website 101 - 5th Street North Fargo, North Dakota 58102 Phone : 888-514-4473 Url : <a href="http://www.jobshq.com">http://www.jobshq.com</a> Laurie Raschke Manual Posting	N	0
11	Journalism Jobs 72 Plaza Drive / 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Job Publication Manual Posting	N	0
12	KX Facebook 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9106 Url : <a href="http://www.facebook.com/kxnews">http://www.facebook.com/kxnews</a> Tia Streeter Manual Posting	N	0

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13	LinkedIn 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 650-687-3555 Url : www.linkedin.com Customer Service Manual Posting	N	2
14	MediaGigNow www.mediagignow.com Chicago, Illinois Phone : 860-437-5700 Url : www.mediagignow.com Customer Service Manual Posting	N	0
15	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
16	Minot Daily News 301 - 4th Street SE Minot, North Dakota 58701 Phone : 701-857-1913 Classified Department Manual Posting	N	0
17	Minot State University 500 University Ave. W Minot, North Dakota 58701 Phone : 800-777-0750 Url : http://www.minotstate.edu Neil Roberts Manual Posting	N	0
18	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : 978-461-8000 Url : www.monster.com Customer Service Manual Posting	N	0

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19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	5
20	North Dakota Broadcaster's Association P.O. Box 3178 Bismarck, North Dakota 58502 Phone : 701-258-1332 Url : <a href="http://www.ndba.org">http://www.ndba.org</a> Email : <a href="mailto:bethh@ndba.org">bethh@ndba.org</a> Beth Helfrich	N	0
21	North Dakota Craig's List 1381 - 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : <a href="http://www.nd.craigslislist.org">http://www.nd.craigslislist.org</a> Jim Buckmaster Manual Posting	N	0
22	North Dakota Job Service 1601 E. Century Avenue Bismarck, North Dakota 58501 Phone : 701-328-5000 Url : <a href="http://www.ndworkforceconnection.com">http://www.ndworkforceconnection.com</a> Customer Career Manual Posting	N	0
23	North Dakota State University 1340 Administration Ave. Fargo, North Dakota 58102 Phone : 701-231-8011 Url : <a href="http://www.ndsu.edu/career">http://www.ndsu.edu/career</a> Fax : 1-701-250-6372 Mark Matthes	N	0
24	On-Air Recruitment Promo 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9121 Url : <a href="http://www.myndnow.com">http://www.myndnow.com</a> Email : <a href="mailto:tammyb@kxnet.com">tammyb@kxnet.com</a> Tammy Blumhagen	N	0

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25	Poynter Career Center 801 - 3rd Street S. St. Petersburg, Florida 33701 Phone : 727-821-9494 Url : <a href="http://www.careers.poynter.org">http://www.careers.poynter.org</a> Communications Career Manual Posting	N	0
26	Sitting Bull College 9299 Hwy 24 Fort Yates, North Dakota 58538 Phone : 701-225-3285 Url : <a href="http://www.sittingbull.edu">http://www.sittingbull.edu</a> Communications Career Manual Posting	N	0
27	The Pierce County Tribune 219 South Main Avenue Rugby, North Dakota 58368 Phone : 701-776-5252 Fax : 1-701-776-2159 Hallie Anderson	N	0
28	The Shopper 1510 - 2nd Avenue West Suite 201 Williston, North Dakota 58801 Phone : 701-572-4851 Url : <a href="http://www.theshopperinc.net">http://www.theshopperinc.net</a> Job Publication Manual Posting	N	0
29	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Fax : 1-760-754-2115 Job Recruitment	N	1
30	University of Mary 7500 University Drive Bismarck, North Dakota 58503 Phone : 701-355-8050 Url : <a href="http://www.umary.edu">http://www.umary.edu</a> Kevin Allan Manual Posting	N	0

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31	University of North Dakota 2891 - 2nd Avenue N Stop 9014 Grand Forks, North Dakota 58202 Phone : 701-777-3904 Url : <a href="http://www.und.edu">http://www.und.edu</a> Ilené Odegard Manual Posting	N	0
32	UTTC - United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Phone : 701-221-1447 Url : <a href="http://www.uttc.edu">http://www.uttc.edu</a> Camille Martell Manual Posting	N	0
33	Williston Herald 14 W 4th Street Williston, North Dakota 58801 Phone : 701-572-2165 Url : <a href="http://www.willistonherald.com">http://www.willistonherald.com</a> Classified Department Manual Posting	N	0
34	Williston State College 1410 University Avenue Williston, North Dakota 58801 Phone : 701-774-4200 Communications Career Manual Posting	N	0
35	<a href="http://www.kxnet.com">www.kxnet.com</a> 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9152 Url : <a href="http://www.myndnow.com">http://www.myndnow.com</a> Email : <a href="mailto:jarenz@kxnet.com">jarenz@kxnet.com</a> Jonathan Arenz	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>26</b>

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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>
1	2/6/2019	Participation in events or programs sponsored by educational institutions	The Station attended an early morning presentation at the Mohall Ag Show on February 2, 2019.	1	Meteorologist
2	2/21/2019	Participation in Job Fairs	The Station participated in the BSC Spring 2019 Job & Internship Fair. It was held at Bismarck State College / National Energy Center of Excellence (1200 Schafer Street, Bismarck). Station personnel were able to meet with students to discuss vacancies at the Stations and in the broadcasting industry.	2	Creative Services Director News Director
3	2/26/2019	Participation in Job Fairs	The Station attended the University of Mary Spring 2019 Career & Internship Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Creative Services Director News Director
4	3/3/2019	Participation in events or programs sponsored by educational institutions	The Station hosted the Dr. Seuss Day at the Minot Public Library. The SEU discussed broadcasting jobs to those who were in attendance.	1	Meteorologist
5	3/22/2019	Participation in events sponsored by community groups	The Station hosted a booth for Sunnyside School for their Safety Fair. There were nearly 275 students that participated. The SEU discussed broadcasting jobs to those in attendance.	1	Chief Meteorologist
6	5/13/2019	Participation in events sponsored by community groups	The Station spoke to two 4th Grade Classes at Lewis & Clark Elementary School in Minot. We had a total of 75 students and we talked about severe storms and weather safety.	1	Chief Meteorologist
7	6/18/2019	Participation in events sponsored by community groups	The Station participated in an aviation weather class for the Dakota Territory Air Museum. We had over 75 grade school age kids that attended along with their parents.  The Station personnel was able to discuss job opportunity and vacancies at the stations.	1	Chief Meteorologist



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8	8/1/2019	Participation in events sponsored by community groups	The Station hosted a booth for the Summer Reading Program. As an event speaker the station personnel spoke to the students about careers in broadcasting.	2	Meteorologist MMJ
9	11/19/2019	Participation in events sponsored by community groups	The Station personnel attended the North Dakota Career Builders Scholarship Loan & Repayment Program training session in November. The Station communicated current job opportunities and how to apply at Nexstar.	1	General Manager