

KXMA, KXMB, KXMC, KXMD
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive, Sales	2, 6, 8-10, 13-14	2
Morning Show Anchor	2, 5-6, 8, 10-11, 13-14	14
Sports Anchor Reporter	5-6, 8, 10-11, 14, 17	6
Account Executive, Sales	1-2, 6, 11, 13-14	6
Digital Journalist	4, 6, 9-11, 14, 17	14
Account Executive, Sales	1-2, 5-6, 8, 10-11, 17	10
Producer, News	5-6, 8, 11-12, 14, 17	14
Assistant, Production	5-8, 10-11, 14	7
Reporter, MultiMedia Journalist	1, 5-6, 8, 11, 14, 16-17	11
Account Executive, Sales	1-2, 5-6, 8, 11, 13-14, 17	6
Lifestyle Show Host & Producer	2, 6, 8, 14-15	15
Account Executive, Sales	2, 5-6, 8, 10-11, 14	10
Digital Sales Manager	2, 6, 10-11, 14	6
Digital Content Producer/Live Video Producer	4, 6, 8-11, 17	10
Account Executive, Sales	2-3, 5-6, 8, 13-14, 17	3

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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	Career Page 2333 Wisconsin NE Albuquerque, New Mexico 57110 Phone : 800-622-2414 Url : http://www.careerpage.org Email : suzanstrong@nmba.org Suzan Strong	N	0
2	Classified Verticals 401 E. 8th Street # 220B Sioux Falls, South Dakota 57103 Phone : (605) 275-6380 Url : www.classifiedverticals.com Email : scott@classifiedverticals.com Scott Petersen	N	1
3	Employee Referral	N	1
4	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 605-275-6380 Url : www.google.com Scott Petersen Manual Posting	N	0
5	HireClick 401 E. 8th Street Sioux Falls, South Dakota 57103 Phone : 605-275-6380 Url : www.hireclick.com Email : scott@classifiedverticals.com Scott Petersen	N	0
6	Indeed 6344 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 605-275-6380 Url : http://www.indeed.com Scott Petersen Manual Posting	N	4
7	Internal Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Internal Station Postings 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9100 Url : http://www.myndnow.com Email : krohrich@kxnet.com Fax : 1-701-223-3320 Kari Rohrich	N	0
9	KX Facebook 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 605-275-6380 Url : http://www.facebook.com/kxnews Scott Petersen Manual Posting	N	0
10	KXNet.Jobs 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9126 Url : http://www.kxnet.com Email : tvaughan@kxnet.com Fax : 1-701-223-3320 Traci Vaughan	N	3
11	Linkedin 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 605-275-6380 Url : www.linkedin.com Scott Petersen Manual Posting	N	1
12	MediaGigNow www.mediagignow.com Chicago, Illinois Phone : 860-437-5700 Url : www.mediagignow.com Customer Service Manual Posting	N	0

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13	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : 978-461-8000 Url : www.monster.com Customer Service Manual Posting	N	0
14	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	3
15	Re-hire	N	1
16	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Job Recruitment	N	0
17	Zip Recruiter 604 Arizona Avenue Santa Monica, California 90401 Phone : 605-275-6380 Url : 94043 Email : scott@classifiedverticals.com Scott Petersen	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	1/20/2020	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 operation, including news, production, sports and weather.</p> <p>The SEU hosted two (2) interns from the University of Mary, during the 2020 Spring Semester and 2020 Summer Semester.</p>	2	Technical Crew Manager News Director
2	10/28/2020	Hosting of Job Fair	<p>The SEU hosted a virtual job fair for two-days on October 28th & 29th. The online hiring event allowed job seekers to connect with hiring managers to discuss vacancies at the SEU and in the broadcasting industry. The event was heavily promoted on television, social and digital formats to ensure to reach our area job seekers. This campaign aired on CBS/CW, kxnet.com and social media. On our kxnet.jobs page, we had a link for the job seekers to apply for positions with the participating companies.</p>	2	General Manager Director of Sales