

**KXMA, KXMB, KXMC, KXMD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 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
Weekend Meteorologist	1-7, 10-13, 15, 17-33, 35, 37-44	13
Digital Multi-Media Journalist	1-7, 10-13, 15, 17-33, 35, 38-44	21
Multi Media Journalist	1-5, 7, 10-11, 13, 15-30, 32-33, 35, 38-44	16
Lifestyle Show Assoc. Producer & Co-Host	1-7, 10-11, 13, 15, 17-30, 32-33, 35, 37-44	13
Multi Media Journalist	1-5, 7, 9-11, 13, 15, 17-30, 32-35, 38-44	13
Assistant News Director	1-5, 7, 10-11, 13, 15, 17-30, 32-33, 35-36, 38-44	13
Multi Media Journalist	1-5, 7, 10-11, 13, 15, 17-33, 35, 38-44	4
Multi Media Journalist	1-5, 7, 10-11, 13, 15, 17-30, 32-33, 35, 38-44	21
Multi Media Journalist	1-5, 7, 9-11, 13, 15, 17-30, 32-33, 35, 38-44	9
News Producer	1-5, 7, 10-15, 17-30, 32-33, 35, 38-44	21
Photographer	1-7, 10-11, 13, 15, 17-33, 35, 37-44	13
Account Executive	1-7, 9-13, 15, 17-33, 35, 37-44	9
Master Control Operator	1-8, 10-11, 13, 15, 17-33, 35, 37-45	13
Broadcast Engineer	1-5, 7, 10-11, 13, 15, 17-33, 35, 37-44	15
HR BA	1-7, 10-11, 13, 15, 17-33, 35, 38-44	13
Commercial Production Videographer and Editor	1-7, 10-11, 13, 15, 17-30, 32-33, 35, 37-44	21
Account Executive	1-5, 7, 9-11, 13, 15, 17-30, 32-33, 35, 38-44	9

**KXMA, KXMB, KXMC, KXMD****EEO PUBLIC FILE REPORT****December 1, 2020 - November 30, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	9
5	Classified Verticals 401 E. 8th Street # 220B Sioux Falls, South Dakota 57103 Phone : (605) 275-6380 Url : <a href="http://www.classifiedverticals.com">www.classifiedverticals.com</a> Email : <a href="mailto:scott@classifiedverticals.com">scott@classifiedverticals.com</a> Scott Petersen	N	0
6	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	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
8	Educational Institution	N	1
9	Employee Referral	N	5
10	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
11	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 605-275-6380 Url : <a href="http://www.google.com">www.google.com</a> Scott Petersen Manual Posting	N	0
12	HireClick 401 E. 8th Street Sioux Falls, South Dakota 57103 Phone : 605-275-6380 Url : <a href="http://www.hireclick.com">www.hireclick.com</a> Email : <a href="mailto:scott@classifiedverticals.com">scott@classifiedverticals.com</a> Scott Petersen	N	1
13	Indeed 6344 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 605-275-6380 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Scott Petersen Manual Posting	N	26
14	Indeed.com	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	Internal Station Postings 1811 North 15th Street Bismarck, North Dakota 58501 Phone : 7012239197 Url : <a href="http://www.myndnow.com">http://www.myndnow.com</a> Email : <a href="mailto:jfaller@kxnet.com">jfaller@kxnet.com</a> Fax : 1-701-223-3320 Janel Faller  Prong 2 Ended Date: 11/16/2021	N	4
16	Intracompany Transfer	N	1
17	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
18	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
19	KX Facebook 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 605-275-6380 Url : <a href="http://www.facebook.com/kxnews">http://www.facebook.com/kxnews</a> Scott Petersen Manual Posting	N	0
20	KXNet.Jobs 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9126 Url : <a href="http://www.kxnet.com">http://www.kxnet.com</a> Email : <a href="mailto:tvaughan@kxnet.com">tvaughan@kxnet.com</a> Fax : 1-701-223-3320 Traci Vaughan	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
21	LinkedIn 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 605-275-6380 Url : www.linkedin.com Scott Petersen Manual Posting	N	21
22	MediaGigNow www.mediagignow.com Chicago, Illinois Phone : 860-437-5700 Url : www.mediagignow.com Customer Service Manual Posting	N	0
23	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
24	Minot Daily News 301 - 4th Street SE Minot, North Dakota 58701 Phone : 701-857-1913 Classified Department Manual Posting	N	0
25	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
26	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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
27	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
28	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
29	North Dakota Craig's List 1381 - 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : <a href="http://www.nd.craigslist.org">http://www.nd.craigslist.org</a> Jim Buckmaster Manual Posting	N	0
30	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
31	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
32	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> Fax : 1-701-223-3320 Tammy Blumhagen	N	0

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33	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
34	Professional/Industry Trade Organization	N	1
35	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
36	Station's Facebook Page	N	1
37	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
38	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
39	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	0

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40	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
41	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> Ilene Odegard Manual Posting	N	0
42	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
43	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
44	Williston State College 1410 University Avenue Williston, North Dakota 58801 Phone : 701-774-4200 Communications Career Manual Posting	N	0
45	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>72</b>



**KXMA, KXMB, KXMC, KXMD****EEO PUBLIC FILE REPORT****December 1, 2020 - November 30, 2021****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	6/1/2021	Establishment of an intern program designed to assist members of the community	<p>The SEU established an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The SEU hosted two (2) interns, one from the University of Mary and one from St. Cloud University during the 2021 Summer Semester.</p>	2	Intern Intern
2	8/5/2021	Provision of training to management	<p>The SEU conducted a mandatory training session for hiring managers which focused on the EEO recruiting process including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.</p> <p>8.5.2021 &amp; 11.9.2021</p>	7	Chief Engineer HR Business Admin News Director DOS
3	10/22/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at Minot State University. The ND spoke about career decisions and job requirements.	1	News Director