

KXMA, KXMB, KXMC, KXMD
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 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
Multi Media Journalist	1-4, 6, 8-14, 16-31, 33, 35-36, 38, 40-41, 44-47	12
Multi Media Journalist	1-4, 6, 9-14, 16-28, 30-31, 33, 36, 38, 40-41, 44-47	12
Lifestyle Show Producer	1-4, 6, 8-31, 33, 35-36, 38, 40-41, 44-47	15
Meteorologist	1-4, 6, 8-14, 16-31, 33, 35-36, 38, 40-41, 44-47	12
Commercial Production Videographer and Editor	1-4, 6, 8-14, 16-31, 33, 35-36, 38, 40-41, 44-47	12
Director III, News	1-4, 6, 8-14, 16-31, 33, 35-36, 38, 40-41, 44-47	25
Master Control Operator	1-4, 6, 8-14, 16-31, 33, 35-36, 38, 40-41, 44-47	12
Assistant, Sales	1-4, 6, 8-14, 16-31, 33, 35-36, 38, 40-41, 44-47	12
Digital Reporter	4, 7, 9, 11-13, 15, 17-19, 23-26, 28-29, 34, 37-43, 47-48	15
Assistant, Sales	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	12
Chief Engineer	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	13
Anchor III/ Sports	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	19
Director I, News	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	13

KXMA, KXMB, KXMC, KXMD
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi Media Journalist	4-5, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	5
Account Executive	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 32, 34, 37-43, 47-48	32
Multi Media Journalist	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	25
Meteorologist	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	12
Digital Content Producer	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	4
News Producer	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	12
Multi Media Journalist	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	19
News Producer	4, 7, 9, 11-13, 15, 17-19, 23-26, 28-29, 34, 37-43, 47-48	15
Weekend Meteorologist	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	12
Anchor III, News	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	25
Engineer I, Broadcast	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	12
Meteorologist	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	12
Account Executive	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	25

KXMA, KXMB, KXMC, KXMD
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 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
Weekend Meteorologist	4, 7, 9, 11-13, 15, 17-19, 23-26, 28-29, 34, 37-43, 47-48	15
Producer I, News	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	19
Assistant I, Production KXMB FT Evening	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 48	12
Assistant I, Production KXMB FT Evening	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	12
Assistant I, Commercial Production	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	25
Assistant I, Production KXMB FT Evening	4, 7, 9, 11-13, 17-19, 23-26, 28-29, 34, 37-43, 47-48	25

The SEU's current reporting term covers December 1, 2021 – November 30, 2022.

On December 1, 2021, the SEU deleted seventeen (17) historical recruiting sources and added five (5) new sources.

DELETED sources: RS#1/Bis-Man Online, RS#2/Bismarck State College, RS#3/Bismarck Tribune, RS#5/Career Builder, RS#6/Classified Verticals, RS#8/Dakota College, RS#10/Fargo Form, RS#14/Job Headquarters Website, RS#16/Journalism Jobs, RS#21/Medialine, RS#22/Minot Daily News, RS#27/North Dakota Craig's List, RS#30/On-Air Recruitment Promo, RS#33/Sitting Bull College, RS#35/The Pierce County Tribune, RS#36/TheShopper, RS#44/UTTC-United Tribe Technical College, RS#45/Williston Herald and RS#46/Williston State College.

ADDED sources: RS#34/South Dakota State University, RS#37/The University of Oklahoma, RS#39/University of Georgia, RS#42/University of North Florida, RS#43/ University of Pennsylvania.

KXMA, KXMB, KXMC, KXMD**EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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	Bis-Man Online 216 N. 23rd Street Bismarck, North Dakota 58501 Phone : 701-222-0370 Url : http://www.bismanonline.com 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 : http://www.bismarckstate.edu Kate Milner Manual Posting	N	0
3	Bismarck Tribune 707 E. Front Avenue Bismarck, North Dakota 58501 Phone : 701-258-6900 Url : http://www.bismarcktribune.com Classified Department Manual Posting	N	0
4	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	1
5	CareerBuilder.com	N	1
6	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	0

KXMA, KXMB, KXMC, KXMD**EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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
7	Concordia College 901 8th St S Moorhead, Minnesota 56562 Url : https://www.cord.edu Jill Wenger Manual Posting	N	0
8	Dakota College 105 Simrall Blvd. Bottineau, North Dakota 58318 Phone : 701-228-5410 Url : http://www.dakotacollege.edu Fax : 1-701-228-5499 Communications Career	N	0
9	Dickinson State University 291 Campus Drive Dickinson, North Dakota 58601 Phone : 701-483-2175 Url : http://www.dickinsonstate.edu Amanda Benedict-Barbian Manual Posting	N	0
10	Fargo Forum 101 - 5th Street North Fargo, North Dakota 58102 Phone : 701-235-7311 Url : http://www.inforum.com Classified Department Manual Posting	N	0
11	Google 1600 Amphitheatre Parkway Mountain View, California 94043 Phone : 605-275-6380 Url : www.google.com Scott Petersen Manual Posting	N	0
12	Indeed 6344 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 605-275-6380 Url : http://www.indeed.com Scott Petersen Manual Posting	N	30

KXMA, KXMB, KXMC, KXMD**EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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
13	Internal Station Postings 1811 North 15th Street Bismarck, North Dakota 58501 Phone : 7012239197 Url : http://www.kxnet.com Email : jfaller@kxnet.com Fax : 1-701-223-3320 Janel Faller	N	5
14	Job Headquarters Website 101 - 5th Street North Fargo, North Dakota 58102 Phone : 888-514-4473 Url : http://www.jobshq.com Laurie Raschke Manual Posting	N	0
15	Job/Bulletin Board	N	4
16	Journalism Jobs 72 Plaza Drive / 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : http://www.journalismjobs.com Job Publication Manual Posting	N	0
17	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
18	KXNet.Jobs 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9126 Url : http://www.kxnet.com Traci Vaughan Manual Posting	N	0

KXMA, KXMB, KXMC, KXMD**EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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
19	LinkedIn 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 605-275-6380 Url : www.linkedin.com Scott Petersen Manual Posting	N	14
20	MediaGigNow www.mediagignow.com Chicago, Illinois Phone : 860-437-5700 Url : www.mediagignow.com Customer Service Manual Posting	N	0
21	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0
22	Minot Daily News 301 - 4th Street SE Minot, North Dakota 58701 Phone : 701-857-1913 Classified Department Manual Posting	N	0
23	Minot State University 500 University Ave. W Minot, North Dakota 58701 Phone : 701-858-3000 Url : http://www.minotstate.edu Lynda Bertsch Manual Posting	N	0
24	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : 978-461-8000 Url : www.monster.com Customer Service Manual Posting	N	0

KXMA, KXMB, KXMC, KXMD**EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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
25	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	8
26	North Dakota Broadcaster's Association P.O. Box 3178 Bismarck, North Dakota 58502 Phone : 701-258-1332 Url : http://www.ndba.org Email : bethh@ndba.org Beth Helfrich	N	0
27	North Dakota Craig's List 1381 - 9th Avenue San Francisco, California 94122 Phone : 415-566-6394 Url : http://www.nd.craigslist.org Jim Buckmaster Manual Posting	N	0
28	North Dakota Job Service 1601 E. Century Avenue Bismarck, North Dakota 58501 Phone : 701-328-5000 Url : http://www.ndworkforceconnection.com Customer Career Manual Posting	N	0
29	North Dakota State University 1340 Administration Ave. Fargo, North Dakota 58102 Phone : 701-231-7111 Url : https://career-advising.ndsu.edu Brenda Vertin Manual Posting	N	0
30	On-Air Recruitment Promo 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9121 Url : http://www.myndnow.com Email : tammyb@kxnet.com Fax : 1-701-223-3320 Tammy Blumhagen	N	0

KXMA, KXMB, KXMC, KXMD
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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
31	Poynter Career Center 801 - 3rd Street S. St. Petersburg, Florida 33701 Phone : 727-821-9494 Url : http://www.careers.poynter.org Communications Career Manual Posting	N	0
32	Re-hire	N	1
33	Sitting Bull College 9299 Hwy 24 Fort Yates, North Dakota 58538 Phone : 701-225-3285 Url : http://www.sittingbull.edu Communications Career Manual Posting	N	0
34	South Dakota State University 1421 Student Union Ln Brookings, South Dakota 57006 Url : https://www.sdstate.edu/careercenter Pam McBride Manual Posting	N	0
35	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
36	The Shopper 1510 - 2nd Avenue West Suite 201 Williston, North Dakota 58801 Phone : 701-572-4851 Url : http://www.theshopperinc.net Job Publication Manual Posting	N	0
37	The University of Oklahoma 900 Asp Avenue Norman, Oklahoma 73019 Url : http://www.ou.edu/careers/?ls=about Kim Sherbon Manual Posting	N	0

KXMA, KXMB, KXMC, KXMD**EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****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
38	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
39	University of Georgia 825 South Lumpkin Street Athens, Georgia 30602 Phone : 706-542-3375 Url : http://www.career.uga.edu Megan Elrath Manual Posting	N	0
40	University of Mary 7500 University Drive Bismarck, North Dakota 58504 Phone : 701-355-8050 Url : https://www.umary.edu/careers Alyssa Martin 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 : https://www.und.edu/careerservices Christopher Sherrill Manual Posting	N	0
42	University of North Florida 1 UNF Drive Jacksonville, Florida 32224 Url : https://www.unf.edu Brooke Hammon Manual Posting	N	0
43	University of Pennsylvania 3451 Walnut Street Philadelphia, Pennsylvania 19104 Phone : 215-898-7531 Url : https://careerservices.upen.edu Kelly Walsh Manual Posting	N	0

KXMA, KXMB, KXMC, KXMD
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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
44	UTTC - United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Phone : 701-221-1447 Url : http://www.uttc.edu Camille Martell Manual Posting	N	0
45	Williston Herald 14 W 4th Street Williston, North Dakota 58801 Phone : 701-572-2165 Url : http://www.willistonherald.com Classified Department Manual Posting	N	0
46	Williston State College 1410 University Avenue Williston, North Dakota 58801 Phone : 701-774-4200 Communications Career Manual Posting	N	0
47	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
48	Zip Recruiter 604 Arizona Avenue Santa Monica, California 90401 Phone : 605-275-6380 Url : 94043 Scott Petersen Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

KXMA, KXMB, KXMC, KXMD**EEO PUBLIC FILE REPORT****December 1, 2021 - November 30, 2022****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/6/2021	Participation in events or programs sponsored by educational institutions	The SEU attended the University of Mary Journalism/Communications event. The SEU personal were able to meet with students and discuss vacancies at the station and in the broadcasting industry.	1	Reporter/MMJ
2	12/8/2021	Participation in Job Fairs	The SEU participated in the North Dakota Military and Veteran Virtual Job Fair. The SEU personnel met with potential job applicants.	3	GM BA Manager/ General Sales
3	3/30/2022	Participation in Job Fairs	The SEU participated at the Minot State Career Fair. The SEU personnel met with potential job applicants.	1	Anchor
4	5/5/2022	Establishment of an intern program designed to assist members of the community	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. The SEU hosted two interns, from the University of Mary, during the 2022 spring semester.	2	News Director Sports Director
5	9/15/2022	Participation in Job Fairs	The SEU participated at the Minot State Job Fair. The SEU personnel met with potential job applicants.	1	News Director
6	11/3/2022	Establishment of training programs for station personnel	The SEU has an established training program that allows station personal to acquire skills that could qualify them for higher level positions during a current reporting term there were seven participants	7	GM BA Manager/ General Sales News Director