

KXRM-TV, KXTU-LD
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Life Style Show Host	2, 5-6, 8-9, 14-15, 19, 23, 25, 27-29, 32, 34, 36, 38, 40-43	34
Weekend Sports Anchor	2, 5-6, 8-9, 13-15, 19, 23, 25, 29, 31- 32, 34, 36, 38, 40-42	29
Commercial / Promotions Producer /Editor	2, 5-6, 8-9, 12-15, 18-19, 23, 25, 27-29, 32, 36, 38, 40-43	13
Master Control Operator	2, 5-6, 8-9, 14-15, 18-19, 27, 29, 36, 38, 40-42	18
Life Style Show Host	2, 5-6, 8-9, 14-15, 19, 23, 25, 27-29, 32, 34, 36, 38, 40-43	34
Morning Meteorologist	2, 5-6, 8-9, 13-15, 19, 23, 25, 27-29, 32, 34, 36, 38, 41-43	28
Newscast Director	2, 5-6, 8-9, 13-16, 19, 23, 25, 27-29, 32, 34, 36, 38, 40-43	13
Web Producer	2, 6, 8-9, 13-14, 27-29, 32, 34-36, 38, 40-43	29
LIFE STYLE & MORNING SHOW -PRODUCER	2, 5-6, 8-9, 14-15, 19, 23, 25, 27, 29, 32, 34-36, 38, 40-43	35
News Broadcast Lead Director	2, 5-6, 8-9, 14-15, 17, 19-20, 23, 25, 27 -29, 32, 34-36, 38, 40-43	20
Local Sales Manager	2, 5-6, 8-9, 14-15, 19, 21, 27-29, 32, 36, 38, 40-43	21
Morning News Producer	2, 5-6, 8-9, 14-15, 19, 23, 25, 27, 29, 32, 35-36, 38, 40-43	35
Administrative Assistant	1-7, 9-11, 14-16, 19, 22-30, 32-34, 36- 43	28

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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	Add Staff, Inc 2118 Hollow Brook Dr Colorado Springs, Colorado 80918 Phone : 719-528-8888 Url : http://www.addstaffinc.com/ Karen King Manual Posting	N	0
2	Art Institute of Colorado 1200 Lincoln St. Denver, Colorado 80203 Phone : 1-303-824-2168 Email : ssaid@aii.edu Stacy Said	N	0
3	Broadcast Education Association 1771 North Street, NW Washington, DC, Washington online job Manual Posting	N	0
4	Careerbuilder.com 1101 15th St. NW Washington, District of Columbia 20005 Phone : Online Posting Url : http://www.careerbuilder.com Andrew Hamburger Manual Posting	N	0
5	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Phone : E-Mail Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Colorado Black Chamber of Commerce 1448 Pennsylvania St. Denver, Colorado Phone : (303) 831-0720 Email : info@coloradoblackchamber.org Roz Alston	N	0

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7	Colorado Broadcasters Association 333 W Hampden Ave #400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org Justin Sasso Manual Posting	N	0
8	Colorado College Career Center 14 East Cache La Poudre St. Colorado Springs, Colorado Phone : (719) 389-6893 Email : careercenter@coloradocollege.edu Andrea Culp	N	0
9	Colorado State University 200 W. Lake St. Ft. Collins, Colorado 80521 Phone : 970-491-6444 Url : http://www.career.colostate.edu Email : career_employers@mail.colostate.edu Career Services	N	0
10	Colorado Workforce Centers 1675 Garden of the Gods Rd Colorado Springs, Colorado Online Job Manual Posting	N	0
11	Craigslist Internet Job Listing, Colorado Phone : Online Online Job Manual Posting	N	0
12	Educational Institution	N	1
13	Employee Referral	N	6
14	Fox 21 News 560 Wooten Road Colorado Springs, Colorado 80915 Url : http://fox21news.com/ Position Postings Manual Posting	N	1

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15	Howard University 5258 Bryant St. NW Washington, District of Columbia 20059 Phone : Online Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
16	Indeed.com 7501 N Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : Online Url : http://www.indeed.com Job Listings Manual Posting	N	1
17	Indeed.com	N	1
18	Internal Promotion	N	2
19	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Phone : Online Url : http://www.ithaca.edu Email : eloise@ithaca.edu Eloise Green	N	0
20	Job/Bulletin Board	N	1
21	Linked In	N	1
22	Linkedin 2029 Steirlin Ct Mountain View, California 94043 Phone : Online Url : http://www.linkedin.com Todd Soffian Manual Posting	N	0
23	Media Match 8112 1/2 weat 3rd St Los Angeles, California 90048 Phone : Online Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	N	0

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24	Mediageneral.com 333 E. Franklin St Richmond, Virginia 23219 Phone : Online Url : http://www.mediageneral.com/ Job Career Manual Posting	N	0
25	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : Email Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
26	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : Online Url : http://www.monster.com/ Job Listings Manual Posting	N	0
27	NAACP 603 S. El Paso Colorado Springs, Colorado 80909 Phone : 719-475-7255 Url : http://www.coloradospringsnaacp.org Email : coloradospringspresident@gmail.com Henry Allen	N	0
28	Nexstar Careers/Deltek 394 N. Expressway Brownsville, Texas 78521 Url : http://www.nexstar.tv/careers/ Job Listing Manual Posting	N	7
29	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6

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30	Pikes Peak Community College 5675 S. Academy Blvd. Colorado Springs, Colorado 80906 Phone : 719-540-7144 Url : http://www.ppcc-csm.symplicity.com/employers Career Services Manual Posting	N	0
31	Professional/Industry Trade Organization	N	1
32	Regis University 3333 Regis Blvd Denver, Colorado 80221 Phone : Email Url : http://www.regis.edu/career_services Email : jobs@regis.edu Career Services	N	0
33	SpotsnDots 1635 Old Highway 41 NW, Ste 112-338 Kennesaw, Georgia 30152 Url : spotsndots.com online job Manual Posting	N	0
34	Tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : Online Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	6
35	TVJobs.com	N	5
36	University of Colorado @ Denver Career Svcs Center Tivoli Student Union, Ste 267, PO Box 173364, Campus Box 138 Denver, Colorado Phone : (303) 556-2250 Url : www.ucdenver.edu Email : roseann.wagner@ucdenver.edu Roseann Wagner	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
37	University of Colorado, Boulder, College of Media, Communication and Information 1511 University Ave #478 UCB Boulder, Colorado 80309 Phone : 303-492-5480 Url : https://www.myinterfase.com/cuboulder_cmci/employe Christine Mahoney Manual Posting	N	0
38	University of Colorado-Colorado Springs 1420 Austin Bluffs Pkwy Colorado Springs, Colorado 80918 Phone : 719-255-3745 Url : http://www.uccs.edu Email : lmcnew@uccs.edu Lisanne McNew	N	0
39	University of Denver 2199 S. University Blvd. Denver, Colorado 80208 Phone : 303-871-2000 Url : http://www.du.csm.symplicity.com/employers Career Services Manual Posting	N	0
40	University of Missouri 76 Gannett Hall Columbia, Missouri 65211 Phone : 573-882-0373 Email : career@missouri.edu Barabara Willis	N	0
41	Urbanites Leading the Pikes Peak Region (ULPPR) 506 E. Moreno Avenue Colo Spgs, Colorado 80903 Phone : (719) 634-1525 Url : Ulppr.org Email : jj.frazier@ulppr.org Janice Frazier	N	0
42	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Phone : 123-456-7890 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	N	0

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43	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			39

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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	11/29/2018	Provision of training to management	The Station participated in the 2018 Rocky Mountain Employer conference which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	1	Business Administrator
2	11/30/2018	Co Sponsoring Job Fair	The Station participated at the University of Colorado Boulder Job (Career)Fair. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director Creative Services Director
3	11/30/2018	Establishment of an intern program designed to assist members of the community	<p>The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather.</p> <p>The Station hosted two (2) interns, from Pikes Peak Community College, during the 2018 Fall Semester; six (3) interns, from Pikes Peak Community College, during the 2018 Spring Semester, and two (2) interns, from the University of Colorado Boulder, one (1) intern from Florida State University, during the 2018 Summer Semester.</p>	8	News Director Creative Services Director