

KSNC, KSNB, KSNK, KSNL, KSNW
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
News Producer	3-4, 6-11, 13-17	7
Meteorologist	1, 3, 6-9, 11, 13-17	7
Sales Account Executive	1-3, 6, 8-9, 11, 13-17	2
Lifestyle Show Producer	1-3, 5-6, 8-9, 11, 13-15, 17	13
Morning News Anchor	1, 3, 5-6, 8-9, 11-17	5
Multimedia Journalist Reporter	1, 3, 6-11, 13-15, 17	11
Photographer/Video Editor	1, 3-4, 6, 8-11, 13-15, 17	4
News Producer	1, 3-4, 6, 8-11, 13-15, 17	4
Bilingual Reporter/MMJ	1-4, 6, 8-11, 13-15, 17	4
Multimedia Journalist Reporter	1, 3, 6-15, 17	11
Sales Account Executive	1, 3, 6, 8-9, 11, 13-15, 17	13
Weekend Morning Anchor/MMJ	1, 3-4, 6-9, 11, 13-15, 17	11
Commercial/Video Producer	1, 3, 6, 8-9, 11, 13-15, 17	13
Chief Photographer	1, 3-6, 8-9, 11, 13-15, 17	5
Digital Ad Operations Coordinator	1, 3, 6, 8-9, 11, 13-15, 17	13
Producer/MMJ	1, 3-4, 6, 8-11, 13-15, 17	11
Sports MMJ/Anchor	1, 3, 5-6, 8-11, 13-15, 17	5
Photojournalist/video Editor	1, 3-6, 8-9, 11, 13-15, 17	5

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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	Baker University 7th and Dearborn Baldwin City, Kansas 66006 Phone : (785) 594-8435 Email : macy.warburton@bakeru.edu Macy Warburton	N	0
2	Employee Referral	N	3
3	Ft. Hays State University 600 Park St - 120 Heather Hall Hays, Kansas 67601 Phone : (785) 628-4512 Url : www.fhsu.edu/int/ Email : njschwien@fhsu.edu Fax : 1-785-628-5098 Nick Schwien	N	0
4	Indeed.com	N	12
5	Internal Promotion	N	7
6	Internal Review 833 N. Main Street Wichita, Kansas 67203 Phone : 316-292-1121 Email : mdeschner@ksn.com Malea Deschner	N	0
7	Intracompany Transfer	N	5
8	Kansas Association of Broadcasters 2709 SW 29th Topeka, Kansas 66614 Phone : (785) 235-1307 Email : allison@kab.net Allison Mazzei	N	0
9	KSU A.Q. Miller School of Journalism and Mass Communication 105 Kedzie Hall Manhattan , Kansas 66506 Phone : 785-532-0721 Url : http://www.jmc.ksu.edu Email : gfreela@ksu.edu Jana Thomas	N	0
10	Linked In	N	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	27
12	Professional/Industry Trade Organization	N	3
13	Station Website 833 N. Main St Wichita, Kansas Url : www.ksn.com Kevin White Manual Posting	N	15
14	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Mark C. Holloway	N	0
15	UNIVERSITY OF KS CAREER & EMPLOYMENT SERVICES 110 BURGE UNION 1601 IRVING HILL RD. LAWRENCE, Kansas 66045 Phone : 785-864-3624 Email : kucareer@ku.edu Fax : 1-785-864-4572 Ann Hartley	N	2
16	Wichita Workforce 2021 N. Amidon Suite 1100 Wichita, Kansas 67203 Phone : 316-771-6827 Url : http://workforce-ks.com Email : mmann@workforce-ks.com Mary Mann	N	0

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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
17	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			92

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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	2/22/2023	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a group of Campus High School science students for a tour of station to learn more about meteorology and broadcasting. SEU personnel answered questions and spoke about job qualifications and careers at the Stations and in the broadcast industry.	1	Chief Meteorologist
2	3/2/2023	Participation in Job Fairs	The SEU participated at the University of Kansas Career Fair. SEU personnel met with potential job applicants.	2	News Director General Manager
3	3/2/2023	Participation in Job Fairs	The SEU participated at the Kansas State University Career Fair. SEU personnel met with potential job applicants.	1	News Director
4	4/10/2023	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a Central Plais High School journalism student for a tour of station. SEU personnel answered questions and spoke about job qualifications and careers at the Stations and in the broadcast industry.	1	News Director
5	4/14/2023	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a group of Goddard Eisenhower High School journalism students for a tour of station. SEU personnel answered questions and spoke about job qualifications and careers at the Stations and in the broadcast industry.	1	News Director
6	4/16/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before Kansas Collegiate Media advisors and students. SEU personnel hosted a Q&A session about job qualifications and careers and opportunities at the Stations and within the broadcast industry.	1	News Director
7	4/25/2023	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a group of Newman University journalism students for a tour of station. SEU personnel answered questions and spoke about job qualifications and careers at the Stations and in the broadcast industry.	1	News Director

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8	5/20/2023	Participation in events sponsored by organizations representing the community	The SEU participated at the NABJ Region II Conference. SEU personnel met with potential job applicants.	2	Reporter News Director
9	5/23/2023	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a group of Campus High School GEAR Up students for a tour of station to learn more about journalism. SEU personnel answered questions and spoke about job qualifications and careers at the Stations and in the broadcast industry.	2	Reporter News Director
10	5/26/2023	Participation in events or programs sponsored by educational institutions	SEU personnel hosted a Bishop Carroll High School journalism student for a tour of station. SEU personnel answered questions and spoke about job qualifications and careers at the Stations and in the broadcast industry.	1	News Director
11	7/10/2023	Participation in events sponsored by organizations representing the community	SEU personnel hosted a group of high school students with Boys and Girls Club for a tour of station to learn more about broadcasting. SEU personnel answered questions and spoke about job qualifications and careers at the Stations and in the broadcast industry.	1	Reporter
12	10/19/2023	Participation in events or programs sponsored by educational institutions	The SEU participated at the University of Kansas Career Fair. SEU personnel met with potential job applicants.	1	News Director
13	11/15/2023	Participation in events or programs sponsored by educational institutions	The SEU participated at the Newman University Career Fair. SEU personnel met with potential job applicants.	2	Digital Producer News Director