

KREX-TV/KREY-TV/KGJT-CD
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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-4, 6-8, 10-17, 19-20	7
Digital Producer/MMJ	1-3, 6, 8-10, 12-17, 19-20	9
FT Production Assistant	1-4, 6, 9-10, 12-17, 19-20	9
Anchor/MMJ	1-3, 6, 8, 10, 12-17, 19-20	14
Anchor/MMJ	1-4, 6, 8, 10-20	18
Anchor I-Reporter	1-4, 6, 8, 10-17, 19-20	14
Anchor I-Reporter	1-4, 6, 8, 11-20	14
Promotions Manager	1-6, 8, 10, 12-20	5
FT Production Assistant	1-4, 6, 8-20	9
Sports Anchor/MMJ	1-6, 8, 10-20	5
Digital Producer/MMJ	1-4, 6, 8-10, 12-20	9
News Director	1-3, 6, 8-10, 12-20	14
Anchor I-Reporter	1-6, 8-10, 12-20	9

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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	Colorado Broadcasters Assoc 333 W Hampden Ave Ste#400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : http://www.coloradobroadcasters.org Job Listings Manual Posting	N	1
2	Colorado Media School 404 S. Upham St Lakewood, Colorado 80226 Phone : 303-479-4908 Url : www.beonair.com Email : dbyrd@beonair.com Debbie Byrd	N	0
3	Colorado Mesa University-Mass Comm Dept 1100 North Ave Grand Junction, Colorado 81501 Phone : 970-248-1184 Email : gmikolai@coloradomesa.edu Greg Mikolai	N	0
4	CSU-Pueblo 2200 Bonforte Blvd Pueblo, Colorado 81001 Phone : 719-549-2441 Email : michelle.gjerde@csupueblo.edu Michelle Gjerde	N	0
5	Employee Referral	N	3
6	Fort Lewis College 1000 Rim Drive Durango, Colorado 81301 Phone : 970-247-7321 Email : mekehm@fortlewis.edu Marie Kehm	N	0
7	Indeed.com	N	2
8	Intellitec College 772 Horizon Dr Grand Junction, Colorado 81506 Phone : 970-245-81801 Email : cmarone@intellitec.edu Cary Marone	N	0
9	Internal Promotion	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Lattimer House 1331 Hermosa Ave Grand Junction, Colorado 81506 Phone : 970-244-0451 Email : holliev@htop.org Hollie VanRoosendaal	N	0
11	Linked In	N	12
12	Mesa County Workforce Center 512 29 1/2 Rd Grand Junction, Colorado 81504 Phone : 970-248-7560 Url : http://mcwfs.us Job Listings Manual Posting	N	0
13	Montrose Workforce Center 504 North 1st St Montrose, Colorado 81401 Phone : 970-249-7783 Email : cdle_montrose_wfc@state.co.us Job Listings	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	22
15	Rifle Workforce Center 216 West 3rd St Rifle, Colorado 81650 Phone : 970-625-5627 Email : cdle_rifle_wfc@state.co.us Job Listings	N	0
16	Rocky Mountain College 1511 Poly Dr Billings, Montana 59102 Phone : 406-657-1039 Email : lisa.wallace@rocky.edu Lisa Wallace	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
17	TVJOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 212-891-2290 Url : http://www.tvjobs.com Job Listings Manual Posting	N	0
18	Western Colorado University 1 Western Way Gunnison, Colorado 81231 Phone : 970-943-3052 Email : jlucido@western.edu Jack Lucido	N	1
19	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
20	www.westernslopenow.com 345 Hillcrest Dr Grand Junction, Colorado 81501 Phone : 970-242-5000 Email : smoore@nexstar.tv Shelley Moore	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2020	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions to the Colorado Broadcasters Association, a Media/trade organization with a broad-based membership, including the participation of women and Minorities. The SEU also regularly disseminates job vacancy notices, including upper-level positions to the Rifle Workforce Center, Mesa County Workforce Center and Montrose Workforce Center.	1	Business Manager/HR Coordinator
2	2/8/2021	Participation in Job Fairs	The SEU participated in a virtual job fair with the Colorado Broadcasters Association. The SEU personnel met with potential job applicants	3	Business Manager/HR Coordinator Production Supervisor News Director
3	4/8/2021	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with the Colorado Mesa University and Mesa County Workforce Center. The SEU provided administrative and advertising resources. SEU personnel were able to meet with individuals from the community and discuss vacancies at the stations and in the broadcast industry.5	5	Business Manager/HR Coordinator Local Sales Manager Production Supervisor News Director
4	5/3/2021	Participation in Job Fairs	The SEU participated in a virtual job fair with the Colorado Broadcasters Association. The SEU personnel met with potential job applicants	3	Business Manager/HR Coordinator Production Supervisor News Director
5	8/9/2021	Participation in Job Fairs	The SEU participated in a virtual job fair with the Colorado Broadcasters Association. The SEU personnel met with potential job applicants	3	Business Manager/HR Coordinator Production Supervisor News Director
6	11/1/2021	Participation in Job Fairs	The SEU participated in a virtual job fair with the Colorado Broadcasters Association. The SEU personnel met with potential job applicants	3	Business Manager/HR Coordinator Production Supervisor News Director
7	11/9/2021	Provision of training to management	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.	5	General Manger/Vice President Business Manger/HR Coordinator Local Sales Manager News Director