

KOIN, KRCW
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
Reporter	7, 9-11, 13, 15-16	9
Reporter	7, 9-11, 13, 15-16	13
Digital Content Producer	2-3, 5, 7, 9, 11, 13, 15-16	2
News Producer	1-2, 4, 6-7, 9, 11, 13	2
Local Sales Manager	1-2, 7, 9, 11-16	1
News Producer	1-2, 4, 6-7, 9, 11, 13	6
News Producer	1-2, 4, 6-7, 9, 11, 13	6
News Producer	1-2, 4, 6-7, 9, 11, 13	4
Account Executive	1, 6, 9, 11-16	6
Assignment Editor	2, 7, 9, 11, 13, 15-16	2
Digital Content Producer	2, 6-9, 11, 13, 16	6
Local Sales Assistant	1, 6-7, 9, 11, 13, 16	6
Local Sales Assistant	3, 7-9, 11, 13, 16	3
Account Executive (KOIN/KRCW)	1, 7, 9, 11, 13, 16	1
News Reporter	1, 4, 6-7, 9, 11, 13, 16	1
News Reporter	1, 4, 6-7, 9, 11, 13, 16	1
News Producer	6-7, 9, 11, 13, 16	6
Assistant News Director	1, 3, 7, 9, 11, 13, 16	3
Digital Sales Manager	1, 6-9, 11, 13, 16	6
Ignite Director	2-4, 7, 9, 11, 13, 16	3

KOIN, KRCW
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
1	Employee Referral	N	10
2	Indeed.com	N	10
3	Internal Promotion	N	5
4	Intracompany Transfer	N	3
5	Job/Bulletin Board	N	1
6	Linked In	N	14
7	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
8	NABET 501 3rd St NW Washington DC, District of Columbia 20001 Phone : 202 434-1254 Url : http://www.nabetcwa.org Email : jfabrizi@cwa-union.org Jodi Fabrizio-clontz	N	0
9	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	4
10	Nexstar's Facebook Page	N	1
11	Oregon Association of Broadcasters 13500 SW Pacific Hwy, 58-225 Suite 140 Portland, Oregon 97223 Phone : 503 443 2299 Url : http://www.theoab.org Email : theoab@theoab.org John Tamerlano	Y	0
12	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888 884-2630 Url : www.spotsndots.com ' Administrator Manual Posting	N	0

KOIN, KRCW
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

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
13	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
14	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : http://career.uoregon.edu Email : pferris@uoregon.edu Pat Ferris	N	0
15	Washington Association of Broadcasters 724 Columbia St. NW Suite 310 Olympia, Washington 98501 Phone : 360 705-0774 Url : http://www.wsab.org Email : kshipman@wsab.org Career Services	N	0
16	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:			49

KOIN, KRCW
EEO PUBLIC FILE REPORT
October 1, 2019 - September 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	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 Oregon Association of Broadcasters, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Business Administrator
2	9/15/2020	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.	14	VP/GM Director of Sales News Director Creative Services Director