

KOIN
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
Digital Account Executive	2, 4-8, 13-15, 22, 24-26, 28-29, 32, 34-37, 43, 46-48, 50-54	37
Account Executive	4-8, 13-15, 22, 26-29, 32, 34, 36-37, 39, 43, 46-47, 49-54	37
Digital Content Producer	4-8, 13-15, 22, 26, 28-29, 32, 35-37, 39, 42-43, 45-46, 49-54	32
News Video Editor	4-8, 13-15, 17, 22, 24-30, 32, 34-37, 42-45, 47-48, 50-54	32
Assignment Editor	4-9, 13-15, 22, 24-29, 31-32, 34-36, 42-43, 45-54	32
Assignment Editor	4-9, 13-15, 22, 24-29, 31-32, 34-36, 42-43, 45-54	42
Digital Director	4-8, 13-15, 18, 22, 24-25, 28-29, 32, 34-36, 39-40, 43-48, 50-54	44
News Producer	4-8, 13-15, 22, 24-26, 28-29, 32, 34-37, 42-43, 45-49, 51-54	42
News Producer	4-8, 13-15, 22, 24-26, 28-29, 32, 34-37, 42-43, 45-49, 51-54	32
Ignight Director	4-8, 10, 13-15, 19, 22, 24-30, 32, 34-36, 42-43, 46-49, 51-54	32
Videographer	1, 4-8, 13-15, 17, 22, 24-27, 29-30, 32, 34-36, 38-39, 42-43, 45-54	38
Videographer	1, 4-8, 13-15, 17, 22, 24-27, 29-30, 32, 34-36, 38-39, 42-43, 45-54	17
Videographer	1, 4-8, 13-15, 17, 22, 24-27, 29-30, 32, 34-36, 38-39, 42-43, 45-54	32
Videographer	1, 4-8, 13-15, 17, 22, 24-27, 29-30, 32, 34-36, 38-39, 42-43, 45-54	24
Videographer	1, 4-8, 13-15, 17, 22, 24-27, 29-30, 32, 34-36, 38-39, 42-43, 45-54	32
Videographer	1, 4-8, 13-15, 17, 22, 24-27, 29-30, 32, 34-36, 38-39, 42-43, 45-54	42
Creative Services Videographer/Producer	4-8, 12-15, 22, 24-30, 32, 34-36, 43-47, 50-54	44
Creative Services Videographer/Producer	4-8, 12-15, 22, 24-30, 32, 34-36, 43-47, 50-54	15

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Social Media Manager	4-6, 13, 15, 19, 24, 29, 32, 34-36, 39, 43, 46-47, 49, 51, 53-54	32
Account Executive	4-8, 13-15, 22, 24-25, 28-29, 34-36, 39, 41, 43, 46-48, 50-54	24
Television Maintenance Engineer	4-8, 13, 15, 18, 24-26, 28-30, 32, 34-36, 42-43, 45-46, 48, 51-54	18
News Video Editor	4-8, 13, 17, 19, 22, 28-32, 34-36, 39-40, 43, 45-54	17
Sales Promotion Coordinator	4-8, 13, 15, 22, 24-25, 29, 31-32, 34-39, 43, 45-46, 48-54	38
Enterprise Reporter	4-8, 13-15, 17, 22, 27-29, 32, 34-36, 39, 43, 45-54	17
Enterprise Reporter	4-8, 13-15, 17, 22, 27-29, 32, 34-36, 39, 43, 45-54	32
Live Video Program Manager	4-8, 13-15, 17, 22-24, 26, 28-29, 32-36, 39, 43, 45-54	17
Sports Contributor	4-8, 13-15, 22, 26, 28-29, 31-32, 34-37, 39, 43, 45-54	32
Digital Content Producer	4-8, 13, 15, 17, 19, 22, 26, 28-29, 32, 34-36, 43, 45-54	32
Ignite Director	4-8, 13, 15, 22, 24-25, 29-30, 32, 34-36, 43, 45-54	15
News Producer	4-8, 13-15, 22, 26, 29, 32, 34-36, 43, 45-54	32
News Producer	4-8, 13-15, 22, 26, 29, 32, 34-36, 43, 45-54	15
Executive News Producer	4-8, 13, 15, 17, 22, 24-29, 31-32, 34-37, 39, 43, 45-54	37
Assignmnet Editor	4-8, 13-16, 22-23, 25-26, 28-30, 34-36, 43, 45-54	15
Reporter	3-9, 13-15, 20-22, 24-29, 31-32, 34-37, 39, 43, 45-54	37
Adminstrative Assistant/Receptionist	1, 4-8, 11, 13, 15, 22, 24, 29, 32, 34, 36, 43, 46-48, 50-54	32

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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	Advertisement-Print	N	2
2	Advertisement-TV	N	1
3	Asian Reporter 922 N. Killingsworth Suite 1A Portland, Oregon 97217 Phone : 503 283-4440 Url : http://www.asianreporter.com Career Services Manual Posting	N	0
4	Broadcast Education Assn. 1771 N Street, NW Washington, District of Columbia 200366 Url : www.beaweb.org JD Boyle Manual Posting	N	0
5	Clackamas Community College 19600 S Molalla Ave. Career Resource Center Oregon City, Oregon 97045 Phone : 503 594-6001 Url : www.clackamas.edu Pamela Johnson Manual Posting	N	0
6	Clark Community College 33 Fort Vancouver Way Vancouver, Washington 98663 Phone : 360 992-2964 Url : http://www.clark.edu Brianna Lisenbee Manual Posting	N	0
7	Craigslist Portland 1381 9th Ave San Francisco, California Phone : 415 399-5200 Url : http://portland.craigslist.org HR Department Manual Posting	N	0

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8	Craigslist Seattle 222 Sutter Street San Francisco, California 94108-4460 Phone : 415 399-5200 Url : www.craigslist.org ' Administrator Manual Posting	N	0
9	Diversity Search 805 SW Broadway Suite 2250 Portland, Oregon 97205 Phone : (503) 221-7779 Url : www.diversitysearch.com Email : sales@DiversitySearch.com Fax : (503) 221-7780 Director of Placement	N	0
10	Educational Institution	N	1
11	Employee Referral	N	1
12	GlassDoor	N	1
13	Governors Office of Film and Television 1001 SE Water Ave. Suite 430 Portland, Oregon 97214 Phone : 503 229-5832 Url : http://www.oregonfilm.org Email : shoot@oregonfilm.org Nathan Cherrington	N	0
14	Imatch skills Portland, Oregon 97201 Url : www.imatchskills.com Service Director Manual Posting	N	0
15	Indeed Oregon Url : www.indeed.com n/a N/A Manual Posting	N	33
16	Indeed.com	N	1
17	Internal Promotion	N	7
18	Intracompany Transfer	N	2
19	Job/Bulletin Board	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	JournalismJobs.com unknown Berkeley, California Phone : 313 882-3776 Administrator Administrator Manual Posting	N	0
21	JournalismNext.com Unknown Unknown, California Phone : 703 629-0178 Url : jopurnalismNext.com Eric Lee Manual Posting	N	0
22	Linfield College 900 SE Baker St McMinville, Oregon 97128 Url : https://linfield-csm.symplicity.com/employers/index.php?s=home Kristi Mackay	N	0
23	Linked In	N	2
24	LinkedIn Corporation 2029 Stierlin Ct Mountain View, California 94043 Phone : Unknown Url : www.linkedin.com " Administrator Manual Posting	N	13
25	Mac's List web based Portland, Oregon Phone : 503-477-8655 Url : https://www.macslist.org/post/ HR Department HR Department Manual Posting	N	0
26	Media Match 8112 1/2 West 3rd St. Los Angeles, California 90048 Phone : 323 284-5589 ' Administrator Manual Posting	N	0

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27	MediaBistro 475 Park Ave South 4th FL New York, New York 10016 Phone : 212 389-2000 Url : http://www.mediabistro.com ' Administrator Manual Posting	N	0
28	Medialine P.O. Box 51900 Pacific Grove, California 93950 Phone : 800 237-8073 Mark Shilstone Manual Posting	N	0
29	Mt Hood Community College 26000 SE Stark St. Gresham, Oregon 97030 Phone : 503 491-7432 Url : http://www.mhcc.edu Career Services Manual Posting	N	0
30	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
31	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 866-376-0949 x6089 Url : http://jobs.nab.org/employer/pricing/ Robert Bunch Manual Posting	N	0
32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	35
33	Nexstar's Facebook Page	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	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
35	Oregon Media Production Association 901 SE Oak St Suite 104 Portland, Oregon 97214 Phone : 503 228-8822 Url : http://www.omp.org Email : lilly@omp.org Lilly Cicala	N	0
36	Oregon State University 8 Kerr Admin Building Corvallis, Oregon 97331 Phone : 541 737-4086 Url : www.oregonstate.edu N/A N/A Manual Posting	N	0
37	Professional/Industry Trade Organization	N	12
38	Re-hire	N	2
39	Reed College Career Services 3203 SE woodstock Blvd Portland, Oregon 97202 Phone : 503 777-7511 Url : http://www.reed.edu/career Ron Albertson Manual Posting	N	0
40	Rick Gevers & Associates 355 E. Ohio #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0

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41	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
42	Station's Facebook Page	N	7
43	TV Jobs.com P.O. Box 4226 Oceanside, California 92052 Phone : 800 374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	1
44	Twitter	N	3
45	University of Missouri PO Box 407700 San Francisco, California 94140 Mary Paulsell Manual Posting	N	0
46	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
47	University of Oregon P.O. Box 3257 Eugene, Oregon 97403 Phone : 541 346-3235 Url : career.uoregon.edu Pat Ferris Manual Posting	N	0
48	University of Oregon 1217 University of Oregon Eugene, Oregon 97403 Phone : (541) 346-3201 Email : cnisser@uoregon.edu Fax : 1-541-346-5815 Charlotte Nisser	N	0

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49	University of Oregon School of Journalism 1787 Agate Rm 124 Eugene, Oregon 97403 Phone : 541-346-3738 Url : jcpmm.uoregon.edu Bill Morill Manual Posting	N	0
50	Warner Pacific College 2216 SW 68th Ave Portland, Oregon 97215 Phone : 503 517-1000 Url : www.warnerpacific.edu Email : rjohanson@warnerpacific.edu Rod Johanson	N	0
51	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
52	Washington State University 14204 NE Salmon Creek Ave Vancouver, Washington 98686 Phone : 360 546-9224 Url : www.vancouver.wsu.edu Christine Lundeen Manual Posting	N	0
53	Washington State University Career Services P.O. Box 641061 Pullman, Washington 99164 Phone : 509 335-3424 Url : http://www.wsu.edu Heidi Benjamin Manual Posting	N	0
54	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			129

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	10/2/2018	Establishment of an intern program designed to assist members of the community	<p>The station has established an 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 one (1) intern from University of Oregon during the 2018 Fall Semester; three (3) interns from Portland State University and University of Oregon during the 2019 Spring Semester and five (5) interns from Arizona State University, U of North Carolina At Chapel Hill, Gonzaga University, University of Oregon and Oregon State University during the 2019 Summer Semester.</p>	4	News Director Assistant News Director Producer Sports Executive Producer
2	2/20/2019	Participation in Job Fairs	The station participated at the Pacific University Internship Expo at University Center. Station personnel were able to meet with students and discuss careers in broadcast media and the KOIN Internship program. Also presented open positions at KOIN	1	Business Administrator
3	5/2/2019	Participation in Job Fairs	The station participated in a Career Fair at Clark Community College. Station personnel were able to meet with students and discuss careers in broadcasting media and the KOIN Internship program. Also presented open positions at KOIN TV.	2	Business Administrator/HR Director Assist Director of Tech Operations

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
4	8/28/2019	Participation in Job Fairs	The station participated at a Job fair Hosted by Congresswomen Jamie Herrera Beutler in Vancouver, Washington. The Congresswomen hosted this annual job fair to assist those who are looking for work. Station personnel; were able to meet with many people and discuss vacancies at the station and also internships.	1	Business Administrator
5	9/20/2019	Participation in Job Fairs	The station participated at the Lindfield College Local Opportunities Fair. Station personnel were able to connect with students to discuss careers in the broadcasting industry as well as present internship information.	1	Business Administrator