

KTVX, KUCW
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator	1-14, 16-18, 20, 23-25, 27-30, 32-36, 38-47	18
Digital Content Producer	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1-17, 20, 23-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1, 3-14, 16-18, 20, 23-25, 27-30, 32-36, 38-47	18
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Traffic Coordinator	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1-17, 20, 23-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-47	37
News Photographer/Editor	1, 3-9, 11-14, 16, 20, 23-25, 27-30, 32- 36, 38-47	28
Promotions Producer	1, 3-14, 16, 20-30, 32-36, 38-47	1
Master Control Operator	1, 3-9, 11-14, 16-18, 20, 23-25, 27-30, 32-36, 38-47	18
Master Control Operator	1, 3-14, 16-17, 20, 23-30, 32-36, 38-47	26
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	28
Traffic Coordinator	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Multimedia Journalist Reporter	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	28
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Newscast Director	1, 3-14, 16-18, 20, 22-25, 27-30, 32-36, 38-47	18
News Producer	1, 3-14, 16-17, 20, 22-25, 27-30, 32-36, 38-47	28
Traffic Coordinator	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1, 3-14, 16-18, 20, 23-25, 27-36, 38-47	31
Traffic Coordinator	1-17, 20, 23-25, 27-30, 32-36, 38-47	15

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-36, 38-47	31
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-36, 38-47	31
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-36, 38-47	31
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-36, 38-47	31
Traffic Coordinator	1, 3-17, 20, 23-25, 27-36, 38-47	15
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-36, 38-47	31
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-36, 38-47	31
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	28
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Multimedia Journalist Reporter	1, 3-17, 20, 22-25, 27-30, 32-36, 38-47	22
News Photographer/Editor	1, 3-17, 20, 22-25, 27-30, 32-36, 38-47	22
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Chief Photographer	1, 3-17, 20, 22-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	2
Traffic Coordinator	1, 3-14, 16-17, 20, 22-25, 27-30, 32-36, 38-47	22
Account Executive	1, 3-17, 20, 22-25, 27-30, 32-36, 38-47	15
Assignment Editor	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Master Control Operator	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Master Control Operator	1, 3-14, 16-18, 20, 23-25, 27-30, 32-36, 38-47	18

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Newscast Director	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Digital Content Producer	1, 3-14, 16-17, 20-21, 23-25, 27-30, 32-36, 38-47	21
Assignment Editor	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	28
Account Executive	1, 3-14, 16-17, 20, 22-25, 27-30, 32-36, 38-47	22
Traffic Coordinator	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Traffic Coordinator	1, 3-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	28
National Sales Assistant	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Master Control Operator	1, 3-14, 16-17, 20, 22-25, 27-30, 32-36, 38-47	22
Integrated Digital Specialist	1, 3-14, 16-17, 20-25, 27-30, 32-36, 38-47	21
News Producer	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15
Multimedia Journalist Reporter	1, 3-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	28
Traffic Coordinator	1, 3-17, 20, 23-30, 32-36, 38-47	26
News Photographer/Editor	1, 3-17, 20, 22-25, 27-30, 32-36, 38-47	15
Master Control Operator	1, 3-18, 20, 23-25, 27-30, 32-36, 38-47	1
Promotions Producer	1, 3-17, 20-25, 27-30, 32-36, 38-47	21
Studio Camera Op/Newscast Director	1, 3-14, 16-17, 19-20, 23-25, 27-30, 32-36, 38-47	19
AM METEOROLOGIST	1, 3-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	28
Digital Media Support Coordinator	1, 3-14, 16-17, 20, 23-25, 27-30, 32-36, 38-47	28
Master Control Operator	1, 3-17, 20, 23-25, 27-30, 32-36, 38-47	15

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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	abc4.com 2175 W 1700 South Salt Lake City, Utah 84104 Phone : 801-975-4491 Ida Anderson Manual Posting	N	5
2	Advertisement-TV	N	14
3	American Sportscaster Assoc. 225 Broadway Ste 2030 New York, New York 10007 Phone : 212-227-8080 Url : http://www.americansportscasteronline.com/ Email : lschwa8918@aol.com Pat Turturro	N	0
4	Brigham Young University 2400 WSC Provo, Utah 84602 Phone : 801-975-4491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
5	Broadview University 1902 West 7800 South West Jordan, Utah 84088 Phone : 801-542-7236 Url : http://broadviewuniversity.edu/ Email : cdeweerd@broadviewuniversity.edu Crystal DeWeerd	N	0
6	BYU Alumni Career Services 2400 WSC Provo, Utah 84602 Phone : 801-422-6933 Url : https://home.byu.edu/home/ Email : cougarcareers@byu.edu Scott Greenhaigh	N	0
7	BYU Idaho 230 Kimball Attn: Intern & Career Specialist Rexburg, Idaho 83460 Phone : 8019754491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	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
8	Calvary Baptists Church 1090 South State Salt Lake City, Utah 84111 Phone : 801-355-1025 Url : http://www.calvaryslc.com/ Email : office@calvaryslc.com Sylvia Morris	N	0
9	Careerpage.org 2333 Wisconsin St NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Url : http://www.careerpage.org Jobs Listing Manual Posting	N	1
10	Centerville LDS Employment Resource Center 94 E Pages Lane Ste B Centerville, Utah 84014 Phone : 801-298-4700 Url : https://www.ldsjobs.org/ers/ct/center/68310?lang=e Email : WEL-EC-Centerville@churchofjesuschrist.org Danny Brock	N	0
11	Centro Civico Mexicano 155 South 600 West Salt Lake City, Utah 84101 Phone : 801-359-9316 Url : http://www.nowplayingutah.com/organization/centro Email : arsenio1219@yahoo.com Arsenio GJonzalez	N	0
12	collectivetalent.com 5134 Sandy Beach Ave. Sarasota, Florida 34242 Phone : 813-494-4555 Url : http://collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
13	Department of Workforce Service 140 E 300 S Employment Services Salt Lake City, Utah 84111 Phone : 801-526-0997 Url : https://jobs.utah.gov/ Email : postajob@utah.gov Career Center	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
14	Dixie State University 225 South 700 East St George, Utah 84770 Phone : 8019754491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
15	Employee Referral	N	30
16	Goddard School Career Center/Weber State University 3801 University Circle Ogden, Utah 84408 Phone : 801-626-9714 Url : http://www.goddardschool.com/educators/careers Email : pwheeler@weber.edu Patricia Wheeler	N	0
17	Gov Office of Economic Develop 60 East South Temple 3rd Floor Salt Lake City, Utah 84111 Phone : 801-538-8722 Url : http://business.utah.gov/ Email : tonyyoung@utah.gov Tony Young	N	0
18	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Jobs Listing Manual Posting	N	14
19	Indeed.com	N	4
20	Indian Training Education Center 120 West 1300 South Salt Lake City, Utah 84115 Phone : 801-973-6484 Url : http://www.indiantrainingcenter.com/ Fax : 1-801-973-0877 Janie Ridd	N	0
21	Internal Promotion	N	4
22	Job/Bulletin Board	N	26

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	KWCU Weber State College 2188 University Circle Ogden, Utah 84408 Phone : 801-626-7424 Url : http://www.weber.edu/communication/kwcr.html Email : kwcr.gm@gmail.com Alex Larrabee	N	0
24	LDS Business College 95 N 300 West Salt Lake City, Utah 84101 Phone : 801-240-7240 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
25	Learning, Development & Diversity 1760 West 2100 South Salt Lake City, Utah 84199 Phone : 801-974-2922 Url : http://about.usps.com/careers/welcome.htm Email : pania.heimuli@gmail.com Pania Heimuli	N	0
26	Linked In	N	3
27	MedialineTalent Box 51909 Pacific Grove, California 93950 Phone : 800-237-0873 Url : http://MedialineTalent.com Email : jobs@medialinetalent.com Mark Shilstone	N	0
28	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	25
29	Ogden Weber Community Action Partnership 3159 Grant Ave Ogden, Utah 84401 Phone : 801-399-9281 Url : http://www.owcap.org/ Email : jnolazco@owcap.org Juan Nolazco	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
30	People Helping People 205 North 400 West Salt Lake City, Utah 84403 Phone : 801-583-5300 Email : ksimmons@phputah.org Kathryn Christiansen	N	0
31	PrincePerelson 2180 South 1300 East Suite 350 Salt Lake City, Utah 84106 Phone : 8013650387 Email : sheena@perelson.com Fax : 1-801-532-7676 Sheena LeMaster	N	8
32	Salt Lake City Human Resource Division P.O. Box 145464 Salt Lake City, Utah 84114 Phone : 801-535-7669 Email : nancy.torres@slcgov.com Nancy Torres	N	0
33	Salt Lake Community College 4600 South Redwood Road Salt Lake City, Utah 84123 Phone : 8019754491 Jobs Listing Manual Posting	N	0
34	Snow College 150 College Ave E Ephraim, Utah 84627 Phone : 801.975.4491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
35	Society of Broadcast Engineers 9102 North Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/ Email : kjones@sbe.org Scott Jones	N	0

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36	Southern Utah University 351 W University Blvd Cedar City, Utah 84720 Phone : 8019754491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
37	Station's Facebook Page	N	1
38	Stevens-Henager Collee of Business 1476 Sandhill Rd Orem, Utah 84058 Phone : 801-418-6636 Url : https://www.stevenshenager.edu/ Email : david.sambrano@stevenshenager.edu David Sambrano	N	0
39	tvjobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/ Email : admin@tvjobs.com Mark Holloway	N	0
40	University of Utah 201 South 1460 East Room 350 Salt Lake City, Utah 84112 Phone : 801-975-4491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
41	Utah Dept. of Veterans Affairs 550 Foothill Blvd. Suite 202 Salt Lake City, Utah 84158 Phone : 801-326-2372 Url : https://veterans.utah.gov/ Email : corypearson@utah.gov Corp Pearson	N	0
42	Utah State University 4305 Old Main Hill Logan, Utah 84322 Phone : 8019754491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0

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43	Utah State University-Eastern 451 East 400 North Price, Utah 84501 Phone : 435-613-5284 Url : https://usueastern.edu/ Email : susan.polster@usu.edu Susan Polster	N	0
44	Utah Valley University 800 West University Pkwy Orem, Utah 84058 Phone : 8019754491 Url : http://app.joinhandshake.com Handshake Online Manual Posting	N	0
45	Weber State University 2188 University Circle Ogden, Utah 84408 Phone : 8019754491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
46	Westminster College 1840 S 1300 East Salt Lake City, Utah 84105 Phone : 8019754491 Url : https://app.joinhandshake.com Handshake Online Manual Posting	N	0
47	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:			135

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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	6/1/2019	Establishment of an intern program designed to assist members of the community	<p>The SEU has an established internship program that allows students to gain practical experience in all areas of our operations, including news, productions, sports and weather.</p> <p>The SEU hosted two (2) interns, from the University of Utah, two (2) interns, from Brigham Young University, one (1) from Utah Valley University, one (1) from Texas Christian University, and one (1) from Northwestern University during the 2019 Summer Semester; one (1) intern from Brigham Young University, one (1) from Weber University, one (1) from Utah Valley University, one (1) from Viewmont Hight School, and one (1) from Woods Cross High School during the 2019 Fall Semester; and two (2) from Weber University during the 2020 Spring Semester.</p>	3	Executive Producer Meteorologist Managing Editor
2	9/26/2019	Participation in events sponsored by community groups	Station personnel attended the Fall Single Mothers Seminar/Employer Open House & Resource Fair, which was held in Salt Lake City, Utah. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar.	2	Director Creative Services Office Manager
3	11/21/2019	Participation in events sponsored by community groups	Station personnel attended the Meet, Greet & Resource Showcase for People Helping People, which was held in Salt Lake City, Utah. During that event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar.	1	Director Creative Services
4	2/4/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before Utah Valley University first-generation college students. He spoke about careers in Journalism.	1	News Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/10/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at the Utah Valley University's Communication Department Executive Lecture Series. She spoke about career decisions and job requirements.	1	GTU Host/Reporter Director Creative Services
6	5/12/2020	Participation in events or programs sponsored by educational institutions	The SEU participated in the first virtual statewide event, Utah Statewide Alumni Career Fair, SEU personnel were able to log into Careereco Virtual Events and interact with candidates.	3	Office Manager General Sales Manager SLC Traffic Hub Manager
7	5/19/2020	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.	12	Office Manager General Manager News Director General Sales Manager