

**KDVR, KFCT, KWGN**  
**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
Photographer	1-4, 6-10, 14-18, 21, 23-24, 26-29, 31-38, 40-41, 44-50, 52-59	18
Morning Anchor/Reporter	1-4, 6-10, 14-17, 20-24, 26-29, 31-38, 40-41, 43-50, 52-56, 58-59	20
Traffic Anchor/Reporter	1-4, 6-10, 14-17, 20-21, 23-24, 26-38, 40-41, 44-50, 52-56, 58-59	20
Sales Assistant	1-4, 6-10, 12, 15-17, 20-21, 23-24, 26-38, 40-41, 44-50, 52-56, 58-59	20
Promotions Producer	8, 19, 21, 27, 35, 38, 43, 59	19
Designer, Graphics	8, 12, 19, 21, 27, 35, 38, 59	19
Digital Anchor/Producer	8, 21, 27, 30, 35, 38, 59	38
Manager, Local Sales	8, 20-22, 27, 35, 38, 59	20
Morning Meteorologist KDVR	8, 20-21, 27, 30, 35, 38, 59	20
Reporter/MMJ	8, 11, 21, 27, 30, 35, 38, 59	30
Digital Content Producer	8, 21, 27, 30, 35, 38, 59	38
Manager, National Sales	8, 20-21, 27, 35, 38, 59	20
Sales Assistant	8, 21-22, 27, 35, 38, 59	22
Producer	8, 19, 21, 27, 30, 35, 38, 59	30
Supervising Producer	8, 20-21, 27, 35, 38, 59	20
Digital Sales Coordinator	8, 20-21, 27, 35, 38, 59	20
Sales Account Executive	8, 21, 27, 35, 38, 59	38
Assignment Desk Editor	8, 18, 21-22, 27, 30, 35, 38, 59	18
Sales Assistant	8, 21-22, 27, 35, 38, 59	22
Morning Executive Producer	8, 13, 18, 21-22, 27, 30, 35, 38, 59	18
Production Technician	8, 13, 20-21, 27, 35, 38, 59	20

On December 14, 2020, the SEU deleted three (3) historical recruiting sources.

DELETED sources: RS# 9/Discovery Job Network, Inc., RS# 15/Handshake, RS# 40/Only The Strong Foundation.

Nexstar did not actively distribute job vacancy notices to Indeed and Linked In, However, said sources reposted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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Digital Producer/Assignment Editor	8, 19, 21-22, 27, 30, 35, 38, 59	22
Lifestyle Producer/Reporter	8, 20-21, 27, 30, 35, 38, 59	30
Sales Assistant	5, 8, 12, 21, 27, 30, 35, 38, 59	12
Photographer	8, 13, 18, 21, 27, 30, 35, 38, 59	13
Weekend Evening Meteorologist/Weather Reporter	8, 19-21, 25, 27, 30, 35, 38-39, 43, 59	43
Digital Production Tech	8, 19-21, 27, 35, 38, 59	20
Sales Assistant	8, 18, 21, 27, 30, 35, 38, 51, 59	18
FOX31 Morning News Anchor	8, 12, 21-22, 27, 35, 38, 42, 51, 59	42
Weekend Anchor/Reporter	8, 13, 20-22, 27, 35, 38, 42, 51, 59	13
Producer	8, 12, 21, 27, 30, 35, 38, 51, 59	30
LIVE Desk/Traffic Anchor/Reporter	8, 20-21, 27, 30, 35, 38, 51, 59	20
Photographer	8, 12, 20-21, 27, 30, 35, 38, 43, 51, 59	38
Lifestyle Producer/Reporter	8, 19, 21, 27, 35, 38, 51, 59	19
Human Resources Business Administrator	8, 20-21, 27, 30, 35, 38, 51, 59	20
Morning Show LIVE Reporter MMJ	8, 19-21, 27, 30, 35, 38, 51, 59	20
Technology Manager	8, 20-21, 27, 35, 38, 51, 59	20

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : <a href="http://602communications.com">http://602communications.com</a> Sandy Lizik Manual Posting	N	0
2	Arapahoe Community College 5900 S Santa Fe Drive Littleton, Colorado 80120 Phone : 303-797-4222 Career Services Manual Posting	N	0
3	Asian American Journalists Association 575 Market Street San Francisco, California 94105 Url : <a href="https://www.aaja.org/">https://www.aaja.org/</a> n/a n/a Manual Posting	N	0
4	Bell Talent, Inc 114 S Irena Ave Redondo Beach, California 90277 Rober Bell Manual Posting	N	0
5	CareerBuilder.com	N	1
6	Colorado Broadcasters Assoc 333 West Hampden Ave Suite 400 Englewood, Colorado 80110 Phone : 720-536-5427 Url : <a href="http://coloradobroadcasters.org">http://coloradobroadcasters.org</a> Justin Sasso Manual Posting	N	0
7	Colorado College 14 E. Cache La Poudre St Colorado Springs, Colorado 80903 Phone : 719-389-6893 Email : <a href="mailto:careercenter@coloradocollege.edu">careercenter@coloradocollege.edu</a> Fax : 1-719-389-6804 Geoff Falin	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	Colorado Media School 404 S. Upham Street Lakewood, Colorado 80226 Phone : 303-479-4908 Email : dbyrd@beonair.com Debbie Byrd	Y	0
9	Discovery Job Network, Inc. 8035 S. Quebec Centennial, Colorado 80012 Phone : 303-220-3384 Email : djn2@stthomasmore.org Fax : 1-303-220-3385 Liz Stelloh  Prong 2 Ended Date: 12/14/2020	N	0
10	Division of Workforce Development 201 W. Colfax Ave. Denver, Colorado Phone : (720) 913-1648 Email : jobs.unit@ci.denver.co.us Fax : 1-720-913-1652 Sherry Giron	N	0
11	Educational Institution	N	1
12	Employee Referral	N	8
13	Employee Referrals Colorado 80203 Phone : 303-595-3131 Career Services	N	6
14	Gay, Lesbian, Bisexual, Transgender Ctr of Colo PO Box 9798 Denver, Colorado 80209 Phone : 303-733-7742 Url : <a href="http://coloradoglb.org">http://coloradoglb.org</a> Fax : 1-303-282-9399 Rahn Anderson	N	0

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15	Handshake 225 Bush Street San Francisco, California 94104 Phone : 719-389-6893 Url : <a href="https://joinhandshake.com/">https://joinhandshake.com/</a> Natalie Cepeda Manual Posting  Prong 2 Ended Date: 12/14/2020	N	0
16	HD Reps 5005 Greensville Ave Suite 150 Dallas, Texas 75206 David Bordelon Manual Posting	N	0
17	Hispanic Chamber of Commerce 924 W. Colfax Ave. Denver, Colorado 80204 Phone : (303)534-7783 Url : <a href="http://dhcc.com">http://dhcc.com</a> Monica Rodruquez Manual Posting	N	0
18	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting	N	9
19	Indeed.com	N	12
20	Internal Promotion	N	40
21	Internships 100 E Speer Blvd Denver, Colorado 80203 Url : <a href="http://www.kdvr.com">www.kdvr.com</a> Internships Internships Manual Posting	N	0
22	Intracompany Transfer	N	13
23	Investigative Reporters & Editors 141 Neff Annex Columbia, Missouri 65211 Url : <a href="https://www.ire.org/">https://www.ire.org/</a> n/a n/a Manual Posting	N	0

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24	IRE (Investigative Reporters & Editors 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Amy Johnston Manual Posting	N	0
25	Job/Bulletin Board	N	1
26	journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn	N	0
27	Kansas State University Kansas State University Manhattan, Kansas 66506 Phone : 785-532-3928 Url : https://jmc.k-state.edu Email : thallaq@KSU.edu Tom Hallaq	Y	0
28	Ken Fishkin & Associates 106 Union Wharf Boston, Massachusetts 02109 Ken Fishkin Manual Posting	N	0
29	Ken Lindner & Associates, Inc 2029 Century Park East Suite 1000 Los Angeles, California 90067 Ken Lindner Manual Posting	N	0
30	Linked In	N	37
31	Media-Match 8112 1/2 West 3rd St Los Angeles, California 90048 Phone : 323-284-5589 Url : www.media-match.com/usa Tammy Romaniuk Manual Posting	N	0

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32	Medialine.com Box 51909 Pacific Grove, California 93950 Phone : 800.237.8073 Url : <a href="http://medialine.com">http://medialine.com</a> Career Services Manual Posting	N	0
33	N.S. BienStock, Inc 250 W 57th St Suite 333 New York, New York 10107 Rick Ramage Manual Posting	N	0
34	Napoli Managment 8844 West Olympic Blvd Suite 100 Beverly Hills, California 90211 Liz Hart Manual Posting	N	0
35	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : <a href="mailto:lojelks@aol.com">lojelks@aol.com</a> Lo Jelks	N	1
36	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Url : <a href="https://www.nabj.org/">https://www.nabj.org/</a> n/a n/a Manual Posting	N	0
37	National Association of Hispanic Journalists 123 Speer Blvd. Denver, Colorado 80203 Url : <a href="https://nahj.org/">https://nahj.org/</a> n/a n/a Manual Posting	N	0
38	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	57
39	Nexstar's Facebook Page	N	1

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40	Only the Strong Foundation Denver Denver, Colorado Email : marcus@onlythestrong.foundation Marcus Jackson  Prong 2 Ended Date: 12/14/2020	N	0
41	OTA Talent Colorado Phone : 719-388-9765 Jeff Marku Manual Posting	N	0
42	Professional/Industry Trade Organization	N	4
43	Re-hire	N	4
44	Red Rocks Community College 13300 W. 6th Ave Box 10 Lakewood, Colorado 80228 Phone : 303-914-6389 Email : nancy.carlson@rrcc.edu Nancy Carlson	N	0
45	Regis University 3333 Regis Blvd. Denver, Colorado 80221 Url : <a href="http://www.ecampusrecruiter.com">http://www.ecampusrecruiter.com</a> Karen Adducci Manual Posting	N	0
46	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : rickgevers.com Fax : 1-317-769-7910 Rick Gevers Manual Posting	N	0
47	Seniors! Inc. 5840 E. Evans Denver, Colorado 80222 Phone : 303-300-6900 Url : <a href="http://seniorsinc.org">http://seniorsinc.org</a> Fax : 1-303-300-6950 Bill Hammer	N	0



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48	Spots 'N' Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Emily McKay Manual Posting	N	0
49	Station Website KDVR 100 E Speer Blvd Denver, Colorado 80203 Mercedes Romero Manual Posting	N	0
50	Station Website KWGN 100 E Speer Blvd Denver, Colorado Mercedes Romero Manual Posting	N	0
51	The Craig Newmark Graduate School of Journalism at CUNY 219 W 40th St New York, New York 10018 Email : <a href="mailto:jennifer.dale@journalism.cuny.edu">jennifer.dale@journalism.cuny.edu</a> Jennifer Dale	Y	0
52	The NWT Group 2110 Elmwood Bryant, Texas 77802 Nancy Shafran Manual Posting	N	0
53	TVandRadioJobs.com Internet Only Site North Carolina Url : <a href="http://tvandradiojobs.com">http://tvandradiojobs.com</a> Career Services Manual Posting	N	0
54	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com/postjobs">http://tvjobs.com/postjobs</a> Career Services Manual Posting	N	0

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55	TVNewsCheck.com P.O. Box 565 Chathan, New Jersey 07928 Phone : 215-901-9495 Steve Toltz Manual Posting	N	0
56	Univ of Colorado - Boulder 1505 University Ave Boulder, Colorado 80302 Phone : 303.492.4123 Url : <a href="http://colorado.edu/careerservices/employers">http://colorado.edu/careerservices/employers</a> Michael Deragisch Manual Posting	N	0
57	Urban League of Metro Denver 2015 York St. Denver, Colorado 80205 Phone : 303-377-2790 Url : <a href="http://denverurbanleague.org">http://denverurbanleague.org</a> Email : <a href="mailto:info@denverurbanleague.org">info@denverurbanleague.org</a> Fax : 1-303-377-2794 Landri Taylor	N	0
58	Welldunne Talent 316 Cromwell Ave SW Albuquerque, New Mexico 87102 Phone : 602-288-9043 Kate Bacon Manual Posting	N	0
59	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>195</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/8/2021	Participation in Job Fairs	The SEU participated in the Colorado Broadcasters Association's Virtual Job Fair. SEU personnel were able to virtually meet with attendees and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator
2	2/11/2021	Participation in Job Fairs	The SEU participated in the Virtual Veterans Employment and Resource Expo (VVERE) Virtual Job Fair. SEU personnel were able to virtually meet with attendees and discuss vacancies at the Stations and in the broadcast industry.	1	HR Business Administrator
3	2/24/2021	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	7	General Manager Business Administrator News Director Director of Sales
4	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 National Association of Black College Broadcasters, a broad-based membership organization, including the participation of women and minorities.	3	HR GM News Director