

KAIL, KHAW, KHON, KHIL, KGMD, KGMV
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
Account Executive	1-5, 7-12, 14-22	8
Account Executive, Digital Media Sales	1-5, 7-8, 10-12, 15-16, 18-19, 21-22	16
News Reporter	1-5, 7-8, 10-12, 15-16, 18-19, 21-22	8
Sales Assistant/Traffic Coordinator	1-5, 7, 10-11, 15-16, 18-19, 21-22	16
Local Sales Manager	1-5, 7-8, 10-11, 15, 18-19, 21-22	8
News Producer	1-5, 7-8, 10-12, 15, 18-19, 21-22	8
Account Executive	1-5, 7-8, 10-12, 15-16, 18-19, 21-22	8
Account Executive, Digital Media	1-5, 7, 10-11, 13, 15-16, 18-19, 21-22	13
Digital Content Producer	1-5, 7-8, 10-12, 15, 18-19, 21-22	8
Camera Operator	1-5, 10-12, 15-16, 18-19, 21-22	18
Sports Reporter	1-5, 10-12, 15-16, 18-19, 21-22	18
Sales Assistant	1-5, 8, 10-11, 15, 18-19, 21-22	8
Maintenance Engineer	1-8, 10-12, 15, 18-19, 21-22	12
HR Business Administrator	1-5, 8, 10-12, 15, 18-19, 21-22	8
Digital Live Producer	1-5, 8, 10-12, 15, 18-19, 21-22	8

KAIL, KHAW, KHON, KHIL, KGMD, KGMV**EEO PUBLIC FILE REPORT****October 1, 2019 - September 30, 2020****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	Alu Like, Inc. - Molokai Kulana Oiwī Multi-Cultural Center P.O. Box 1859 Kaunakakai, Hawaii 96748 Phone : (808) 553-5393 Url : http://alulike.org Email : cahamak@alulike.org Fax : 1-808-553-9888 Cammy H.	N	0
2	Alu Like, Inc. - Hawaii 32 Kinoole Street #102 Hilo, Hawaii 96720 Phone : (808) 961-2625 Url : http://alulike.org Email : cakurok@alulike.org Fax : 1-808-935-6084 Carla Kurokawa	N	0
3	Alu Like, Inc. - Kauai 2970 Haleko Rd. Ste. 205 Lihue, Hawaii 96766 Phone : (808) 245-8545 Url : http://alulike.org Email : cakurok@alulike.org Fax : 1-808-935-6084 Carla Kurokawa	N	0
4	Alu Like, Inc. - Maui 1977 Kaohu Street Wailuku, Hawaii 96793 Phone : (808) 242-9774 Url : http://alulike.org Email : info@alulike.org Fax : 1-808-524-1344 Virginia Nary	N	0
5	Alu Like, Inc. - Oahu Hale O Na Limahana 458 Keawe Street Honolulu, Hawaii 96813 Phone : (808) 427-8541 Url : http://alulike.org Email : yvmagal@alulike.org Fax : 1-808-524-3744 Hiilei Magallanes	N	0
6	CareerBuilder.com	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
7	Council for Native Hawaiian Advancement 1050 Queen Street Ste. 200 Honolulu, Hawaii 96814 Phone : (808) 596-8155 Url : http://www.hawaiiancouncil.org Fax : 1-808-596-8156 Napali Woods	N	0
8	Employee Referral	N	19
9	HAB - Career Page P.O. Box 61562 Honolulu, Hawaii 96839 Phone : 808 599-1455 Url : http://www.careerpage.org Career Services Manual Posting	N	0
10	Hawaii Association of Broadcasters P.O. Box 61562 Honolulu, Hawaii 96839 Phone : 808.599.1455 Url : www.hawaiibroadcasters.com Email : jamie.hartnett@gmail.com Fax : 1-808-599-7784 Jamie Hartnett	N	0
11	Hawaii Job Corps Center 41-467 Hihimanu Street Waimnalo, Hawaii 96795 Phone : (808) 259-6051 Url : http://hawaii.jobcorps.gov Email : dugan.julie@jobcorps.org Fax : 1-808-259-7907 Julie Dugan	N	0
12	Indeed.com	N	17
13	Intracompany Transfer	N	1
14	KHON Web Site 88 Piikoi Street Honolulu, Hawaii 96814 Phone : (808) 591-4227 Url : www.khon2.com Jared Kuroiwa 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
15	LDS Employment Resource Services 1500 S. Beretania Street Suite 200 Honolulu, Hawaii 96826 Phone : (808) 943-8725 Url : http://www.ldschurch.org Email : loganvm@ldschurch.org Vonin Logan	N	0
16	Linked In	N	9
17	Media Match Hawaii Url : http://www.mediamatch.com Career Services Manual Posting	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	2
19	Supporting Employment Empowerment (Goodwill Industries) 1085 South Beretania St. Ste.204 Honolulu, Hawaii 96814 Phone : (808) 792-8552 Url : http://www.higoodwill.org/employment-partnerships/ Email : seehawaiiwork@higoodwill.org Fax : 1-808-792-8570 Career Services	N	0
20	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Job. Service 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
21	Workforce Development Division - Hawaii State Employment Office 830 Punchbowl Street, #112 Honolulu, Hawaii 96813 Phone : 808 586-8700 Email : lorna.m.fredeluces@hawaii.gov Carol Thornton	N	0
22	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

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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	1/19/2020	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, production, sports and weather.</p> <p>The SEU hosted one (1) intern, from the University of Hawaii, during the 2020 Spring Semester; one (1) intern, from the Arizona State University, during the 2020 Spring Semester, and one (1) intern, from Biola University, during the 2020 Summer Semester.</p>	1	Manager III, News & Content
2	8/18/2020	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.	2	Vice President and General Manager Hiring Managers
3	9/24/2020	Provision of training to personnel of unaffiliated non-profit organizations	The SEU provided training to personnel of outside recruitment organizations, including Alu Like, Inc., LDS Employment Resource Center, Workforce Development Division, Hawaii Pacific University in an effort to enable those organizations to better refer job candidates for broadcast positions.	2	General Manager HR Business Admin