

KAIL, KHAW, KHON, KHIL, KGMD, KGMV
EEO PUBLIC FILE REPORT
October 1, 2020 - September 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
Account Executive	1-8, 11-16	6
Account Executive	1-11, 13-16	10
Account Executive	1-16	10
Producer I, News	1-8, 11, 13-16	6
Digital Content Producer	1-8, 11-16	12
Marketing Producer/ Editor	1-9, 11-16	9
Traffic Coordinator	1-5, 7-9, 11, 13-16	9
Digital Account Executive	1-8, 11-16	12
Digital Content Producer	1-16	9
News Producer	1-8, 11-16	12
Commercial Producer	1-8, 11, 13-16	6
Sales Coordinator	1-9, 11, 13-16	6
Reporter I, MultiMedia Journalist	1-5, 7-11, 13-16	10
News Producer	1-5, 7-9, 11-16	9
Digital Content Producer	1-9, 11, 13-16	9
Manager III, Marketing	1-9, 11, 13-16	6

Nexstar did not actively distribute job vacancy notices to Indeed.com 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.

The SEU fully disseminated ALL recruiting sources to a "general job bank" (Supporting Employment Empowerment (Goodwill Industries) and Workforce Development Division - Hawaii State) therefore eligible to garner an additional EEO Initiative point.

KAIL, KHAW, KHON, KHIL, KGMD, KGMV**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****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	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 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 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	Employee Referral	N	25

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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	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
8	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
9	Indeed.com	N	15
10	Intracompany Transfer	N	5
11	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
12	Linked In	N	16
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
14	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

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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	Workforce Development Division - Hawaii State Employment Office 830 Punchbowl Street, #112 Honolulu, Hawaii 96813 Phone : 808 586-8700 Email : lorna.m.fredeluces@hawaii.gov Lorna Fredeluces	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:			61

KAIL, KHAW, KHON, KHII, KGMD, KGMV**EEO PUBLIC FILE REPORT****October 1, 2020 - September 30, 2021****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 Supporting Employment Empowerment (Goodwill Industries) and the Workforce Development Division – Hawaii State to include the participation of women and minorities.	2	HR Business Admin Vice President and General Manager
2	6/1/2021	Establishment of an intern program designed to assist members of the community	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. The SEU hosted one (1) intern, from William Jewel College during the 2021 Summer Semester.	1	Manager III, News & Content
3	8/17/2021	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.	11	Vice President and General Manager HR Business Admin Hiring Managers