

KXMA, KXMB, KXMC, KXMD
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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	2, 5, 9-10, 17	10
Account Executive	2, 4-5, 8, 10, 17	2
Integrated Digital Specialist	2, 5, 8, 10, 12, 17	5
Account Executive	5, 8-10, 12, 17	10
Account Executive	2, 5, 8, 10, 12, 17	10
News Anchor	5, 8, 12, 17	8
Sales Assistant	5, 8, 10, 12, 17	5
National Sales Assistant	5, 8, 10, 12, 17	5
Weekend Sports Anchor	8, 12	8
Multimedia Journalist	5, 8, 12	8
Sports Director	8, 12	12
Multimedia Journalist	1, 3, 5, 7-8, 12, 14, 16	5
Producer	5, 8, 12	8
Digital Media Coordinator	2, 4-6, 8, 10, 12, 17	8
Master Control Operator	5, 8, 10-11, 13, 15-17	5
Multimedia Journalist	4, 8, 12	8
Multimedia Journalism	4, 8, 12	8
Weekend Anchor Reporter	5, 8, 12	5
Morning Show Anchor	5, 8, 12	5
News Photographer	4-5, 8, 12	5
Account Executive	4-5, 8, 10, 17	4
Sales Assistant	4-5, 8, 10, 17	4

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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	Bismarck State College 1500 Edwards Avenue P.O. Box 5587 Bismarck, North Dakota 58501 Phone : 701-224-5400 Url : http://www.bismarckstate.edu Kate Milner Manual Posting	N	0
2	Career Page 2333 Wisconsin NE Albuquergue, New Mexico 57110 Phone : 800-622-2414 Url : http://www.careerpage.org Email : suzanstrong@nmba.org Suzan Strong	N	1
3	Dickinson State University 291 Campus Drive Dickinson, North Dakota 58601 Phone : 701-483-2370 Url : http://www.dickinsonstate.edu Amanda Benedict-Barbian Manual Posting	N	0
4	Indeed 6344 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 800-462-5842 Url : http://www.indeed.com Job Publication Manual Posting	N	4
5	Internal Station Postings 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9100 Url : http://www.myndnow.com Email : krohrrich@kxnet.com Kari Rohrich	N	14
6	KX Facebook 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9106 Url : http://www.facebook.com/kxnews Tia Streeter 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
7	Minot State University 500 University Ave. W Minot, North Dakota 58701 Phone : 800-777-0750 Url : http://www.minotstate.edu Neil Roberts Manual Posting	N	0
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	17
9	North Dakota Broadcaster's Association P.O. Box 3178 Bismarck, North Dakota 58502 Phone : 701-258-1332 Url : http://www.ndba.org Email : bethh@ndba.org Beth Helfrich	N	0
10	North Dakota Job Service 1601 E. Century Avenue Bismarck, North Dakota 58501 Phone : 701-328-5000 Url : http://www.ndworkforceconnection.com Customer Career Manual Posting	N	7
11	Sitting Bull College 9299 Hwy 24 Fort Yates, North Dakota 58538 Phone : 701-225-3285 Url : http://www.sittingbull.edu Communications Career Manual Posting	N	0
12	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Fax : 1-760-754-2115 Job Recruitment	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
13	University of Mary 7500 University Drive Bismarck, North Dakota 58503 Phone : 701-355-8050 Url : http://www.umary.edu Kevin Allan Manual Posting	N	0
14	University of North Dakota 2891 - 2nd Avenue N Stop 9014 Grand Forks, North Dakota 58202 Phone : 701-777-3904 Url : http://www.und.edu Ilene Odegard Manual Posting	N	0
15	UTTC - United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Phone : 701-221-1447 Url : http://www.uttc.edu Camille Martell Manual Posting	N	0
16	Williston State College 1410 University Avenue Williston, North Dakota 58801 Phone : 701-774-4200 Communications Career Manual Posting	N	0
17	www.myndnow.com 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9129 Url : http://www.myndnow.com Email : dberger@kxnet.com Dean Berger	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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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	2/21/2017	Participation in Job Fairs	Attended the University of Mary Career and Internship Fair in the Gary Tharaldson School of Business. The fair was geared towards Business, Accounting, Marketing, Management, Communications, Finance/Banking, IT, Computer Science, Liberal Arts and Social Service/Science majors.	2	Creative Service Director News Director
2	2/23/2017	Participation in Job Fairs	Attended the BSC (Bismarck State College) 2017 Job & Internship Fair at the Bismarck State College, NECE Building.	2	Creative Services Director Director of Sales
3	9/19/2017	Participation in Job Fairs	Attended the University of North Dakota Fall Career Fair. The fair focused on Aviation, Business & Liberal Arts.	2	Creative Services Director News Director
4	10/18/2017	Participation in Job Fairs	Attended the River Cities Fall Job & Internship Fair at the BSC National Energy Center of Excellence.	3	Creative Services Director News Director Director of Sales
5	11/30/2017	Provision of training to management	Station hiring managers participated in an EEO training.	5	General Manager Chief Engineer GSM, CSD and News Director