

**KXMA, KXMB, KXMC, KXMD**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

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
Broadcast Engineer	6-7, 15-17, 22	17
Technical Director	1, 6-7, 12, 18, 20	12
Multi Media Journalist	2-10, 13, 15, 17-19, 21, 23-28	7
Digital Content Producer	2-10, 13, 15, 17-19, 21, 23-27	17
Account Executive	2-10, 13-15, 17-19, 21-27	7
Weekend Meteorologist & Weekday MMJ	6-7, 11, 16-17, 22	22
Meteorologist	6-7, 16-17, 22	22
News Producer	6-7, 11, 16-17	17
MMJ / Morning Show Reporter	6-7, 11, 16-17	17
Multi Media Journalist	6-7, 11, 16-17	17
Master Control Operator	6-7, 11, 16-17	7
Broadcast Engineer	6-7, 11, 16-17, 22	7
Production Assistant	1, 6-7, 11, 16-18	17

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**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	Bis-Man Online 216 N. 23rd Street Bismarck, North Dakota 58501 Phone : 701-222-0370 Url : <a href="http://www.bismanonline.com">http://www.bismanonline.com</a> Gina Gordon Manual Posting	N	0
2	Bismarck State College 1500 Edwards Avenue P.O. Box 5587 Bismarck, North Dakota 58501 Phone : 701-224-5400 Url : <a href="http://www.bismarckstate.edu">http://www.bismarckstate.edu</a> Kate Milner Manual Posting	N	0
3	Career Page 2333 Wisconsin NE Albuquerque, New Mexico 57110 Phone : 800-622-2414 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Email : <a href="mailto:suzanstrong@nmba.org">suzanstrong@nmba.org</a> Suzan Strong	N	0
4	Dakota College 105 Simrall Blvd. Bottineau, North Dakota 58318 Phone : 701-228-5410 Url : <a href="http://www.dakotacollege.edu">http://www.dakotacollege.edu</a> Fax : 1-701-228-5499 Communications Career	N	0
5	Dickinson State University 291 Campus Drive Dickinson, North Dakota 58601 Phone : 701-483-2370 Url : <a href="http://www.dickinsonstate.edu">http://www.dickinsonstate.edu</a> Amanda Benedict-Barbian Manual Posting	N	0
6	Indeed 6344 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Publication Manual Posting	N	0

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7	Internal Station Postings 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9100 Url : <a href="http://www.myndnow.com">http://www.myndnow.com</a> Email : <a href="mailto:krohrich@kxnet.com">krohrich@kxnet.com</a> Kari Rohrich	N	4
8	Job Headquarters Website 101 - 5th Street North Fargo, North Dakota 58102 Phone : 888-514-4473 Url : <a href="http://www.jobshq.com">http://www.jobshq.com</a> Laurie Raschke Manual Posting	N	0
9	Journalism Jobs 72 Plaza Drive / 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : <a href="http://www.journalismjobs.com">http://www.journalismjobs.com</a> Job Publication Manual Posting	N	0
10	KX Facebook 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9106 Url : <a href="http://www.facebook.com/kxnews">http://www.facebook.com/kxnews</a> Tia Streeter Manual Posting	N	0
11	Linkedin 1000 W. Maude Avenue Sunnyvale, California 94085 Phone : 650-687-3555 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Customer Service Manual Posting	N	0
12	MediaGigNow <a href="http://www.mediagignow.com">www.mediagignow.com</a> Chicago, Illinois Phone : 860-437-5700 Url : <a href="http://www.mediagignow.com">www.mediagignow.com</a> Customer Service Manual Posting	N	1

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13	Medialine 1209 Wood Valley Rd. Augusta, Georgia 30909 Phone : 706-364-7564 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Mark Shilstone Manual Posting	N	0
14	Minot Daily News 301 - 4th Street SE Minot, North Dakota 58701 Phone : 701-857-1913 Classified Department Manual Posting	N	0
15	Minot State University 500 University Ave. W Minot, North Dakota 58701 Phone : 800-777-0750 Url : <a href="http://www.minotstate.edu">http://www.minotstate.edu</a> Neil Roberts Manual Posting	N	0
16	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : 978-461-8000 Url : <a href="http://www.monster.com">www.monster.com</a> Customer Service Manual Posting	N	0
17	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
18	North Dakota Job Service 1601 E. Century Avenue Bismarck, North Dakota 58501 Phone : 701-328-5000 Url : <a href="http://www.ndworkforceconnection.com">http://www.ndworkforceconnection.com</a> Customer Career Manual Posting	N	0

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19	North Dakota State University 1340 Administration Ave. Fargo, North Dakota 58102 Phone : 701-231-8011 Url : <a href="http://www.ndsu.edu/career">http://www.ndsu.edu/career</a> Fax : 1-701-250-6372 Mark Matthes	N	0
20	On-Air Recruitment Promo 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9121 Url : <a href="http://www.myndnow.com">http://www.myndnow.com</a> Email : <a href="mailto:tammyb@kxnet.com">tammyb@kxnet.com</a> Tammy Blumhagen	N	0
21	Sitting Bull College 9299 Hwy 24 Fort Yates, North Dakota 58538 Phone : 701-225-3285 Url : <a href="http://www.sittingbull.edu">http://www.sittingbull.edu</a> Communications Career Manual Posting	N	0
22	TV Jobs P.O Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:info@tvjobs.com">info@tvjobs.com</a> Fax : 1-760-754-2115 Job Recruitment	N	2
23	University of Mary 7500 University Drive Bismarck, North Dakota 58503 Phone : 701-355-8050 Url : <a href="http://www.umary.edu">http://www.umary.edu</a> Kevin Allan Manual Posting	N	0
24	University of North Dakota 2891 - 2nd Avenue N Stop 9014 Grand Forks, North Dakota 58202 Phone : 701-777-3904 Url : <a href="http://www.und.edu">http://www.und.edu</a> Ilene Odegard 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
25	UTTC - United Tribes Technical College 3315 University Drive Bismarck, North Dakota 58504 Phone : 701-221-1447 Url : <a href="http://www.uttc.edu">http://www.uttc.edu</a> Camille Martell Manual Posting	N	0
26	Williston State College 1410 University Avenue Williston, North Dakota 58801 Phone : 701-774-4200 Communications Career Manual Posting	N	0
27	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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
28	<a href="http://www.myndnow.com">www.myndnow.com</a> 1811 North 15th Street P.O. Box 1617 Bismarck, North Dakota 58501 Phone : 701-355-9152 Url : <a href="http://www.myndnow.com">http://www.myndnow.com</a> Email : <a href="mailto:jarenz@kxnet.com">jarenz@kxnet.com</a> Jonathan Arenz	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</b>

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	<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	5/21/2018	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 Station hosted (3) total interns, from Minot State University starting May 2018 through December 2018.</p>	1	Station Manager
2	11/8/2018	Participation in events or programs sponsored by educational institutions	The SEU personnel participated with students in a Journalism Class at the Bismarck State College, where they discussed career goals, requirements and employment in the journalism / broadcasting industry.	1	News Director