

KLAS
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
Reporter, News	1, 3-5, 7, 9, 11-24	14
Sports Anchor/Reporter, News	1, 3-5, 7-8, 11-24	7
Reporter, Digital	1, 3-5, 7, 11-24	14
Director of Sales	1, 3-7, 9, 11-24	6
Digital Executive Producer	1, 3-5, 9, 11-13, 15-24	9
Technical Director, Broadcast	1, 3-5, 7-8, 11-24	8
Reporter, News	1, 3-7, 11-24	14
Reporter I, Meteorologist	1, 3, 5-6, 8, 11-13, 15-24	8
Commercial Producer, I	1, 3, 5-6, 10-24	6
Reporter, News	1, 3, 5, 7, 9, 11-24	7
Photographer I/Editor, News	1-3, 5-7, 9, 11-24	7
Multi-Media Journalist - MMJ	1, 3, 5-6, 11-24	6
Multi-Media Journalist - MMJ	1, 3, 5-6, 11-24	14
Photographer I/Editor, News	1, 3, 5-7, 11-13, 15-24	6
4P Producer, News	1, 3, 5, 8, 11-24	14
Production Assistant	1, 3, 5-7, 11-24	7
Account Executive III	1, 3, 5, 9, 11-24	9
Sales Assistant, National	1, 3, 5, 8, 11-24	8
National Sales Manager	1, 3, 5-6, 8, 11-24	8
Photographer I/Editor, News	1, 3, 5-6, 11-24	6
Receptionist / Sales Assistant	1, 3, 5-7, 11-24	6
Sports MMJ / Reporter	1, 3, 5, 7, 11-13, 15-24	7
PROMOTIONS PRODUCER	1, 3, 5-6, 8, 10-13, 15-24	8
Production Assistant	1, 3, 5-6, 11-18, 20-24	6

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com, and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar. As of April 2021 the Station began disseminating job notices for RS #4/College of Southern Nevada Cheyenne Campus to RS #3/College of Southern Nevada Charleston Campus. RS #4 will be removed from the stations recruiting source list as of June 2023.

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Account Executive III	1, 3, 5-6, 8, 11-18, 20-24	6
Account Executive I, Sales	1, 3, 5-6, 11-13, 15-18, 20-24	6
Marketing & Research Coordinator	1, 3, 5, 11-18, 20-24	14

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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	Arizona State University- Walter Cronkite School of Journalism 555 N. Central Avenue Phoenix, Arizona 85004 Phone : 602-496-7430 Email : mike.wong@asu.edu Mike Wong	N	0
2	CareerBuilder.com	N	1
3	College of Southern Nevada Charelston Campus 6375 W. Charelston Blvd. Las Vegas, Nevada 89146 Phone : 702-651-5618 Email : michele.fogg@csn.edu Michele Fogg	N	0
4	College of Southern Nevada Cheyenne Campus 3200 E. Cheyenne Ave. No. Las Vegas, Nevada 89030 Phone : 702-651-4144 Email : leanita.hughes@csn.edu Leanita Hughes	N	0
5	Emmy Job Bank 1697 Broadway Suite 404 New York, New York 10019 Phone : 212-586-8424 Station Website Manual Posting	N	0
6	Employee Referral	N	28
7	Indeed.com	N	20
8	Internal Promotion	N	11
9	Intracompany Transfer	N	8
10	Job/Bulletin Board	N	2
11	KLAS-TV On Air 3228 Channel 8 Drive Las Vegas, Nevada 89109 Phone : 702-792-8816 Debbie Daniels 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
12	Las Vegas Indian Center 2300 W. Bonanza Rd. Las Vegas, Nevada 89106 Phone : 702-647-5842 Email : rulonpete@lvcoxmail.com Rulon Pete	N	0
13	Latin Chamber of Commerce Community Foundation 300 North 13th Street Las Vegas, Nevada 89101 Phone : 702-385-7367 Url : : https://lvcc.starchapter.com/classifieds.php Email : leonardo@lvcc.com Leonardo Macias	N	0
14	Linked In	N	36
15	Nevada Broadcaster's Association 3900 Paradise Rd. Suite 279 Las Vegas, Nevada 89169 Phone : 702-794-4994 Email : jeanette@nevadabroadcasters.org Diane Stauffer	N	0
16	Nevada Job Connect 3405 S Maryland Parkway Las Vegas, Nevada 89169 Phone : 702.486.2994 Email : z-young@detr.nv.gov Tiffany Vazquez	N	0
17	Nevada Veterans' Employment and Training Service, U.S. Department of Labor 2800 E. St. Louis Ave. Las Vegas, Nevada 89104 Phone : 702-486-2883 Email : scheppard.james.a@dol.gov James Sheppard	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	0

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19	State of Nevada Department of Employment, Training & Rehabilitation (Job Connect) 3405 S. Maryland Parkway Las Vegas, Nevada 89109 Phone : 702-486-0108 Email : z-young@detr.nv.gov Zynda Young Fischel	N	0
20	TVJobs.Com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : info@tvjobs.com Mark Holloway	N	0
21	University Nevada Las Vegas Hank Greenspun School of Journalism and Media Studies 4505 Maryland Parkway Las Vegas, Nevada 89154 Phone : 702-895-3325 Email : jennifer.ream@unlv.edu Jennifer Ream	N	0
22	UNLV Career Website-Hire a Rebel 4505 Maryland Parkway Las Vegas, Nevada 89154 Phone : 702-895-3495 Station Website Manual Posting	N	0
23	US Vets- Las Vegas Workforce Department 525 E. Bonanza Rd. Las Vegas, Nevada 89101 Phone : 702-366-0456 Email : rawilliams@usvetsinc.org Rashida Williams	N	0
24	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:			106

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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	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>The Station 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 three (3) interns from the University of Las Vegas Nevada and two (2) interns from Hank Greenspun School of Journalism during the 2022 Summer Semester; one (1) intern from the College of Southern Nevada during the 2022 Fall Semester; one (1) intern from the University of Las Vegas Nevada and one (1) intern from Pepperdine University during the 2023 Spring Semester.</p>	2	Executive Producer Assistant News Director
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The Station regularly disseminates job vacancy notices, including upper-level positions, to the Nevada Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities. Station also disseminated job vacancy notices to Nevada Job Connect, Las Vegas Indian Center, Latin Chamber of Commerce Community Foundation in an effort to post all upper-level category openings.	2	General Manager Executive Assistant
3	Ongoing Event	Establishment of a mentoring program	<p>The Station has an established mentoring program designed to allow employees to gain knowledge and skills that would enable them to further their career.</p> <p>The program had three (3) participants during the reporting period.</p>	1	News Production Manager
4	5/5/2023	Provision of training to management	The Station conducted a mandatory training session for all hiring Managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	16	Legal Counsel General Manager Managers