

KPLR, KTVI
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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technician, MCO/ Operations (NE)	3-7, 9, 11, 16-17, 19-20, 24-26, 28, 35-39	5
Technician/ Director/ TD (NE)	3-7, 9, 11, 16-17, 19-20, 24-25, 28, 35-39	9
Sales – Account Executive	2-7, 9, 13-14, 16-17, 19-20, 24-25, 28, 33, 35-39	5
Reporter	2-7, 9, 11, 14, 16, 19-20, 24-25, 28, 33, 35-39	5
Lifestyle Producer	2-9, 11, 14-15, 17-19, 21-25, 27-38	5
Host of Lifestyle Program	5, 12-13, 17, 24	13
Sales – Account Executive	2-9, 14-15, 18-19, 21-25, 27-38	5
Sales – Account Executive	2-4, 6-7, 9, 14, 16-17, 19-20, 24-25, 28, 33, 35-39	17
Producer	2-4, 6-7, 9, 11, 14, 16-17, 19-20, 24-25, 28, 33, 35-39	11
Producer	2-4, 6-7, 9, 11, 14, 16-17, 19-20, 24-25, 28, 33, 35-39	11
Technician/ Director/ TD (NE)	2-4, 6-7, 9, 12, 14, 16-17, 19-20, 24-25, 28, 33, 35-39	12
Technician, MCO/ Operations (NE)	2-7, 9, 11, 14, 16, 19-20, 24-25, 28, 33, 35-39	11
Sales – Account Executive	2-4, 6-7, 9, 11, 14, 17, 19-20, 24-25, 28, 33, 35-39	17
Sales – Account Executive	2-4, 6-7, 9, 14, 16-17, 19-20, 24-25, 28, 33, 35-39	24
Photographer	3-7, 9-11, 13-14, 17, 19-20, 24-25, 28, 33, 35-39	13
Reporter & Meteorologist	1, 3-7, 9-10, 13-14, 19-20, 24-25, 28, 33, 35-39	5
Digital Producer	3-4, 6-7, 9-10, 13-14, 17, 19-20, 24-25, 28, 33, 35-39	10

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Broadcast Engineer	3-7, 9-10, 14, 17, 19-20, 24-25, 28, 33, 35-39	10
Producer	5, 11, 17	11
Multimedia Reporter	1, 3-7, 9-10, 13-14, 17, 19-20, 24-25, 28, 33, 35-39	5
Producer	3-7, 9-10, 14, 17, 19-20, 24-25, 28, 33, 35-39	10
Multimedia Reporter	3-7, 9-10, 13-14, 17, 19-20, 24-25, 28, 33, 35-39	17
Photographer	1, 13, 17	13

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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	CareerBuilder.com	N	3
2	Catholic Employment Network 7717 Highway N Dardenne Prarie, Missouri 63368 Phone : 636-561-4451 Url : www.catholicemploymentnetwork.org Email : phogan1@yahoo.com Msgr Ted L Wojcicki	N	0
3	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
4	Emmyonline 1001 Highlands Plaza Dr W, Ste 320 St Louis, Missouri 63110 Phone : 314-647-3669 Url : http://www.emmyonline.org Email : maggie@emmyid-america.org Maggie Eubanks	N	0
5	Employee Referral	N	29
6	Harris Stowe 3026 Laclede St Louis, Missouri 63103 Phone : 314-340-3366 Email : careerservices@hssu.edu Wanda McNeil	N	0
7	Haskell Indian Nations University 155 Indian Ave, #5021 Lawrence, Kansas 56046 Phone : 785-749-8448 Email : mgonzales@HASKELL.edu Mona Gonzales	N	0
8	Hispanic Chamber of Commerce 1600 Baltimore Ave, Suite 250 Kansas City, Missouri 64108 Phone : 816-374-5466 Email : perry@kcchamber.com Rick Perry	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
9	IBEW Local 4 1610 S. Kingshighway St Louis, Missouri 63110 Phone : 314-664-0202 Email : broadcast@ibewlocal4.com Elaine Hoernis	N	4
10	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	15
11	Indeed.com	N	14
12	Internal Promotion	N	3
13	Intracompany Transfer	N	9
14	KTVI / KPLR - websites 2250 Ball Drive St Louis, Missouri 63146 Phone : 314-213-7419 Url : http://www.fox2now.com Email : joe.millitzer@tvstl.com Joe Millitzer	N	2
15	Lincoln University 820 Chestnut Jefferson City, Missouri 65101 Phone : (573) 681-5987 Email : ccsjobs@lincolnu.edu Richard L. Presberry, Sr., PhD	N	0
16	Lindenwood College 209 S.Kingshighway St Charles, Missouri 63301 Phone : 636-529-9375 Email : careerdevelopment@lindenwood.edu Dana Wehrli	N	0
17	Linked In	N	45

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18	Missouri Career Source 3675 West Outer Road Suite 102 Arnold, Missouri 630010-5231 Phone : 636-287-8909 Url : www.jobs.mo.gov Email : cheryl.mccrady@ded.mo.gov Fax : 1-636-287-8932 Cheryl McCrady	N	0
19	Murray State University 801 Fine Arts Murray, Kentucky 42071 Phone : 270-809-5363 Email : chaynes@murraystate.edu Christopher Haynes	N	0
20	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
21	National Association of Black Journalists (NABJ) 11350 McCormic Rd Hunt Valley, Maryland 21031 Phone : 888-491-8833 ext 1005 Url : http://www.nabj.com Phil White Manual Posting	N	0
22	News Tribune - Columbia, Mo PO Box 798 Columbia, Missouri 65205 Phone : 573-815-1859 Ruby Wheeler Manual Posting	N	0
23	News Tribune - Jefferson City POBox 420 Jefferson City, Missouri 65102 Phone : 573-636-3131 Sandy Draffen Manual Posting	N	0

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24	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
25	Productive Futures 5225 Delmar Blvd St Louis, Missouri 63108 Phone : 314-367-2522 Email : roberson_angela@yahoo.com Angela Roberson	N	0
26	Re-hire	N	1
27	Southeast Missourian Newspaper 301 Broadway PO Box 699 Cape Girardeau, Missouri 63702 Phone : 573-388-2762 Url : http://www.semissourian.com Ashley Duerst Manual Posting	N	0
28	Southern Illinois University POBox 1620 Edwardsville, Illinois 62026 Phone : 618-650-3708 Email : careerdevelopment@siue.edu T Dugan	N	0
29	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Fax : 1-607-729-7331 Career Service	N	0
30	St Louis American Newspaper 4242 Lindell Blvd St Louis, Missouri 63108 Phone : 314-289-5406 Vida Medina 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
31	St Louis Community College 11333 Big Bend Blvd Kirkwood, Missouri 63122 Phone : 314-984-7611 Email : sreinhart11@stlcc.edu Rita Reinhardt	N	0
32	St Louis Post / Monster 900 N. Tucker Blvd St louis, Missouri 63101 Phone : 314-340-8611 Laura Teague Manual Posting	N	0
33	St Louis University 221 N. Grand St Louis, Missouri 63103 Phone : 314-977-2828 Email : career_services@slu.edu Leann Neil	N	0
34	State Journal-Register One Copley Plaza PO Box 219 Springfield, Illinois 62705 Phone : 217-788-1329 Shannon Scott Manual Posting	N	0
35	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holoway	N	0
36	United Minority Media Assn 5511 Woodland Ave, Suite 1 Kansas City, Missouri 64110 Phone : 816-822-1313 Email : ummaseventyfour@yahoo.com MC Richardson	N	0

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37	University of Missouri School of Journalism 76 Gannett, attn career center Columbia, Missouri 65211 Phone : 573-882-0373 Url : http://www.career.missouri.edu/contacts/ Email : career@missouri.edu Dean Brian Brooks	N	0
38	Urban League of Metro St Louis 8960 Jennings Station Road St Louis, Missouri 63136 Phone : 314-506-5306 Url : www.ulstl.com Email : hwhiting@urbanleague-stl.org Fax : 1-314-388-9845 Ms. Hollis R. Whiting	N	0
39	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:			134

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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	5/13/2021	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.	17	VP/ GM Community initiative mgr/ Exec Asst HR Business Admin VP news
2	Ongoing Event	Participation in other activities designed by the station employment unit	The SEU established a job shadow program with several local high schools. During the current term there was one (1) job shadow student from Roosevelt High School during the Fall Semester 2021.	1	VP Engineering
3	7/1/2021	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, engineering, creative service and digital. The SEU hosted one (1) intern from Southern Illinois University during the 2021 Summer Semester, one (1) intern from Harris Stowe University during the 2021 Summer/Fall Semester, one (1) intern from Lindenwood College during the 2021 Summer Semester, one (1) intern from Truman State University during the 2021 Summer Semester, one (1) intern from Southern Illinois University during the 2021 Summer/Fall Semester.	3	VP Engineering VP Promotions Digital Manger
4	7/7/2021	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at East St. Louis High School. She spoke about career decisions and job requirements.	1	Anchor
5	8/17/2021	Participation in Job Fairs	The SEU participated at the National Association of Black Journalists virtual job fair. The SEU personnel were able to virtually meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	VP news

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6	8/24/2021	Participation in Job Fairs	The SEU participated at the National Association of Asian Journalists Virtual Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	1	Manager, News operations