

**KPLR, KTVI**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 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
Sales – Account Executive	1-2, 4-7, 9, 13-14, 16-28	9
Technician, MCO/ Operations (NE)	1-5, 7, 9, 13, 15-18, 20, 22, 24-28	15
Sales – Account Executive	1-2, 4-7, 9, 13-22, 24-28	15
Integrated Digital Specialist	1-2, 4-7, 9, 13-22, 24-28	9
Local Sales Manager	1-2, 4-5, 7, 9, 13, 15-18, 20, 22, 24-28	17
Technician, MCO/ Operations (NE)	1-7, 9, 13-22, 24-28	9
Sales – Account Executive	1-2, 4-7, 9, 13-22, 24-28	9
Sales – Account Executive	1-2, 4-7, 9, 13-18, 20-22, 24-28	15
Sales Coordinator	1-2, 4-7, 13-18, 20-22, 24-28	15
Producer	1-7, 9, 13-14, 16-18, 20-22, 24-28	3
Sales – Account Executive	1-2, 4-7, 9, 11, 13-14, 16-18, 20-22, 24-28	11
Technician, Production	1-7, 9, 13-18, 20-22, 24-28	3
Photographer	1-7, 9-10, 12-18, 20-22, 24-28	10
Technician, MCO/ Operations (NE)	1-2, 4-7, 9, 13-18, 20-22, 24-28	15
Sales – Account Executive	1-7, 9, 13-14, 16-18, 20-22, 24-28	3
Reporter	1-2, 4-7, 11, 13-18, 20-22, 24-28	11
Receptionist	1-7, 9, 13-18, 20-22, 24-28	15
Reporter	1-8, 13-18, 20-22, 24-28	3
Reporter & Meteorologist	1-2, 4-7, 9, 11, 13-18, 20-22, 24-28	11
Sales – Account Executive	1-2, 4-7, 13-18, 20-22, 24-28	15
Sales – Account Executive	2, 4-7, 13-18, 20-22, 24-28	17
Sales – Account Executive	2, 4-7, 13-18, 20-22, 24-28	17

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.

On October 19, 2022, the SEU added three (3) new recruiting sources:  
RS #14/Lincoln University, RS #19/Southeast Missouriian and RS #21/St. Louis Community College

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
2	Emmyonline 1001 Highlands Plaza Dr W, Ste 320 St Louis, Missouri 63110 Phone : 314-647-3669 Url : http://www.emmyonline.org Email : maggie@emmymid-america.org Maggie Eubanks	N	0
3	Employee Referral	N	16
4	Harris Stowe 3026 Laclede St Louis, Missouri 63103 Phone : 314-340-5750 Email : harrisv@hssu.edu Victoria Harris	N	0
5	Haskell Indian Nations University 155 Indian Ave, #5021 Lawrence, Kansas 56046 Phone : 785-749-8448 Email : mgonzales@HASKELL.edu Mona Gonzales	N	0
6	Hispanic Chamber of Commerce 3611 S grand Blvd., Ste 105 St. Louis, Missouri 63118 Phone : 314-664-4432 Email : staff@hccstl.com Staff HCoC	N	0
7	IBEW Local 4 1610 S. Kingshighway St Louis, Missouri 63110 Phone : 314-664-0202 Email : broadcast@ibewlocal4.com Elaine Hoernis	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
8	Indeed hfrank@indeed.com New York, New York Phone : 646-866-6678 Harrison Frank Manual Posting	N	1
9	Indeed.com	N	49
10	Internal Promotion	N	1
11	Intracompany Transfer	N	4
12	Job/Bulletin Board	N	1
13	KTVI / KPLR - websites 2250 Ball Drive St Louis, Missouri 63146 Phone : 314-213-7419 Url : <a href="http://www.fox2now.com">http://www.fox2now.com</a> Email : <a href="mailto:joe.millitzer@tvstl.com">joe.millitzer@tvstl.com</a> Joe Millitzer	N	3
14	Lincoln University 820 Chestnut Jefferson City, Missouri 65101 Phone : (573) 681-5124 Email : <a href="mailto:careerservices@lincolnu.edu">careerservices@lincolnu.edu</a> Marnita Brown	N	0
15	Linked In	N	38
16	Murray State University 801 Fine Arts Murray, Kentucky 42071 Phone : 270-809-5363 Email : <a href="mailto:chaynes@murraystate.edu">chaynes@murraystate.edu</a> Christopher Haynes	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	18

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18	Productive Futures 5225 Delmar Blvd St Louis, Missouri 63108 Phone : 314-367-2522 Email : roberson_angela@yahoo.com Angela Roberson	N	0
19	Southeast Missourian 301 Broadway Cape Girardeau, Missouri 63701 Phone : 573-388-2762 Url : semissourian.com/semo.jobs Katelyn Fritz Manual Posting	N	0
20	Southern Illinois University Campus box 1620 Edwardsville, Illinois 62026 Phone : 618-650-3708 Url : www.siu.edu/cdc Email : careerdevelopment@siue.edu Katherine (Kathy) Carr	N	0
21	St Louis Community College 11333 Big Bend Blvd Kirkwood, Missouri 63122 Phone : 314-539-5888 Email : careerdevelopment@stlcc.edu Rita Reinhardt	N	0
22	St Louis University 3630 West Pine Mall Griesedieck Hall, Suite 130 St Louis, Missouri 63018 Phone : 314-977-2828 Email : career_services@slu.edu Margaret Mcguire	N	0
23	Station's Facebook Page	N	1
24	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

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25	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
26	University of Missouri School of Journalism 76 Gannett, attn career center Columbia, Missouri 65211 Phone : 573-882-0373 Url : <a href="http://www.career.missouri.edu/contacts/">http://www.career.missouri.edu/contacts/</a> Email : <a href="mailto:career@missouri.edu">career@missouri.edu</a> Dean Brian Brooks	N	0
27	Urban League of Metro St Louis 8960 Jennings Station Road St Louis, Missouri 63136 Phone : 314-506-5306 Url : <a href="http://www.ulstl.com">www.ulstl.com</a> Email : <a href="mailto:hwhiting@urbanleague-stl.org">hwhiting@urbanleague-stl.org</a> Fax : 1-314-388-9845 Ms. Hollis R. Whiting	N	0
28	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>132</b>

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**III. RECRUITMENT INITIATIVES**

	<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	2/13/2023	Participation in Job Fairs	The SEU participated at the University of Missouri School of Journalism - Columbia Recruitment Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcast industry.	1	VP News
2	5/30/2023	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 five (5) interns from The University of Missouri - Columbia during the 2023 Spring/ Summer Semester, and one (1) intern from Southern Illinois University - Edwardsville during the 2023 Spring/ Summer Semester.	3	VP News VP Engineering VP Promotions
3	8/2/2023	Participation in Job Fairs	The SEU participated at the National Association of Black Journalists job fair. The SEU personnel met with students and discussed vacancies at the stations and in the broadcasting industry.	4	Anchor/ Reporter Anchor Reporter Lifestyle Show Host
4	9/21/2023	Participation in events or programs sponsored by educational institutions	The SEU personnel participated as a speaker at the St. Louis Cardinals, high school student, Career Day. He spoke about the broadcast industry, career decisions and job requirements.	3	Sports Reporter Community Affairs Photographer
5	9/22/2023	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.	15	VP/ GM HR Business Administrator VP News Director VP Sales Director