

# KTVX, KUCW

## EEO PUBLIC FILE REPORT

**June 1, 2023 - May 31, 2024**

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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Reporter	1-10, 14-17, 19-28	15
Digital Producer	1-6, 8-10, 14-17, 19-28	9
National Sales Assistant	1-6, 8-10, 14-17, 19-28	15
Account Executive	1-10, 14-17, 19-28	15
Assignments Editor	1-6, 8, 10-11, 14-17, 19-28	11
Director of Engineering	1-6, 8-10, 13-17, 19-28	15
Assignments Desk Manager	1-6, 8, 10, 13-17, 19-28	1
News Photographer	1-6, 8-10, 14-17, 19-28	16
Weather Producer	1-6, 8-10, 13-14, 16-17, 19-28	1
News Photographer	1-6, 8-10, 14-17, 19-28	15
News Producer	1-6, 8-10, 14-17, 19-28	9
WE News Anchor/Reporter	1-6, 8-10, 13-17, 19-28	13
Account Executive	1-6, 8-10, 14-17, 19-28	1
Account Executive	1-6, 8-10, 14-17, 19-28	15
Assignments Editor	1-6, 8, 10, 14-17, 19-28	15
Account Executive	1-6, 8-10, 14-17, 19-28	1
Account Executive	1-6, 8-10, 14-17, 19-28	1
Lifestyle Producer	1-6, 8-10, 13-17, 19-28	9
NEWS ANCHOR	1-6, 8, 10, 14-17, 19-28	4
Receptionist	1-6, 8-10, 14-17, 19-28	9
News Producer	1-6, 8, 10, 14-17, 19-28	15
News Editor	1-6, 8-10, 13-14, 16-17, 19-28	13
Digital Producer	1-6, 8-10, 14, 16-17, 19-28	9
Audio Operator	1-6, 8-10, 14, 16-17, 19-28	9
Broadcast Maintenance Engineer	1-10, 14-17, 19-28	15

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer	1-6, 8-10, 14-17, 19-28	16
News Photographer	1-10, 14-17, 19-28	1
News Producer	1-6, 8-10, 14-17, 19-28	4
National Sales Assistant	1-6, 8-11, 14-17, 19-28	11
Digital Advertising Specialist	1-6, 8, 10, 14-17, 19-28	1
Digital Producer	1-6, 8, 10, 14, 16-17, 19-28	16
Digital Producer	1-6, 8, 10-11, 14-17, 19-28	11
Assignments Editor	1-6, 8-10, 12, 14-17, 19-28	15
Assignments Editor	1-6, 8-10, 12, 14-17, 19-28	15
Account Executive	1-6, 8-10, 14-17, 19-28	15
Account Executive	1-6, 8-10, 14-17, 19-28	15
News Photographer	1-8, 10, 13-17, 19-28	13
News Producer	1-6, 8, 10, 14-17, 19-28	15
Multimedia Journalist Southern Utah Bureau	1-8, 10, 14, 16-17, 19-28	7
Weekend News Producer	1-6, 8-10, 14-17, 19-28	9
Audio Operator	1-6, 8, 10-11, 14-17, 19-28	11
Director/Camera Operator	1-6, 8-10, 14-17, 19-28	15
Lifestyle Show Producer	1-8, 10, 14-28	18

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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	abc4.com 2175 W 1700 South Salt Lake City, Utah 84104 Phone : 801-975-4491 Ida Anderson Manual Posting	N	18
2	Brigham Young University 2400 WSC Provo, Utah 84602 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
3	BYU Idaho 230 Kimball Attn: Intern & Career Specialist Rexburg, Idaho 83460 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
4	Careerpage.org 2333 Wisconsin St NE Albuquerque, New Mexico 87110 Phone : 800-622-2414 Url : <a href="http://www.careerpage.org">http://www.careerpage.org</a> Jobs Listing Manual Posting	N	6
5	Centro Civico Mexicano 155 South 600 West Salt Lake City, Utah 84101 Phone : 801-359-9316 Url : <a href="http://www.nowplayingutah.com/organization/centro">http://www.nowplayingutah.com/organization/centro</a> Email : <a href="mailto:arsenio1219@yahoo.com">arsenio1219@yahoo.com</a> Arsenio GJonzalez	N	0
6	Department of Workforce Service 140 E 300 S Employment Services Salt Lake City, Utah 84111 Phone : 801-526-0997 Url : <a href="https://jobs.utah.gov/">https://jobs.utah.gov/</a> Email : <a href="mailto:postajob@utah.gov">postajob@utah.gov</a> Career Center	N	0

**KTVX, KUCW**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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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	Employee Referral	N	10
8	Ensign College 95 N 300 West Salt Lake City, Utah 84101 Phone : 801-240-7240 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
9	Indeed.com	N	49
10	Indian Training Education Center 1455 West 2200 South #200 West Valley City, Utah 84119 Phone : 801-973-6484 Url : <a href="http://www.indiantrainingcenter.com/">http://www.indiantrainingcenter.com/</a> Email : <a href="mailto:twilliams@itecutah.org">twilliams@itecutah.org</a> Tashina Williams	N	0
11	Internal Promotion	N	4
12	Job Fair	N	1
13	Job/Bulletin Board	N	9
14	Learning, Development & Diversity 1760 West 2100 South Salt Lake City, Utah 84199 Phone : 801-974-2922 Url : <a href="http://about.usps.com/careers/welcome.htm">http://about.usps.com/careers/welcome.htm</a> Email : <a href="mailto:pania.heimuli@gmail.com">pania.heimuli@gmail.com</a> Pania Heimuli	N	0
15	Linked In	N	85
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
17	People Helping People 265 East 100 South Suite 280 Salt Lake City, Utah 84111 Phone : 801-583-5300 Email : <a href="mailto:kristen@phputah.org">kristen@phputah.org</a> Kristen Carr	N	0

**KTVX, KUCW**  
**EEO PUBLIC FILE REPORT**

**June 1, 2023 - May 31, 2024**

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<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>
18	Re-hire	N	1
19	Salt Lake Community College 4600 South Redwood Road Salt Lake City, Utah 84123 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
20	Southern Utah University 351 W University Blvd Cedar City, Utah 84720 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
21	University of Utah 201 South 1460 East Room 350 Salt Lake City, Utah 84112 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
22	Utah Dept. of Veterans Affairs 550 Foothill Blvd. Suite 202 Salt Lake City, Utah 84158 Phone : 801-326-2372 Url : <a href="https://veterans.utah.gov/">https://veterans.utah.gov/</a> Email : <a href="mailto:corypearson@utah.gov">corypearson@utah.gov</a> Corp Pearson	N	0
23	Utah State University 4305 Old Main Hill Logan, Utah 84322 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0

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**EEO PUBLIC FILE REPORT**

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<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>
24	Utah Tech University 225 South 700 East St George, Utah 84770 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
25	Utah Valley University 800 West University Pkwy Orem, Utah 84058 Phone : 801-975-4491 Url : <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
26	Weber State University 2188 University Circle Ogden, Utah 84408 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
27	Westminster College 1840 S 1300 East Salt Lake City, Utah 84105 Phone : 801-975-4491 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Handshake Online Manual Posting	N	0
28	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 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>193</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	6/15/2023	Participation in events or programs sponsored by educational institutions	SEU personnel conducted station tours for educators participating in the Utah State Board of Education CTE Summer Conference. SEU personnel spoke about job qualifications, careers and opportunities at the Stations and in the broadcasting industry.	7	VP GM Creative Service Manager News Director DOS
2	8/22/2023	Participation in events or programs sponsored by educational institutions	SEU personnel attended the Tabling Tuesday, which was held at the University of Utah campus. During that even, the Stations had a booth where potential employees were able to discuss broadcasting jobs in general and at the Stations and provided guidance on how and where to apply for jobs at Nexstar.	2	VP, General Manager Creative Service Manager
3	9/28/2023	Participation in Job Fairs	The SEU participated at the PHP Single Monther's Job Fair. SEU personnel met with potential job applicants.	2	Promotion Director Office Manager
4	2/7/2024	Participation in Job Fairs	The SEU participated at the University of Utah Creatives & Communicators Career Expo. SEU personnel were available to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	VP, General Manager News Director Director of Creative Services and Local Content
5	2/8/2024	Participation in Job Fairs	The SEU participated at the People Helping People Job Fair. SEU personnel met with potential job applicants.	3	Programming Director Creative Services Office Manager
6	2/9/2024	Participation in Job Fairs	The SEU participated at the David Eccles School of Business Sales Innovation Summit Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Local Sales Manager
7	3/13/2024	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with members of the Utah Broadcasters Association. The SEU provided financial, administrative and advertising resources. The SEU personnel were able to meet with individuals from the community and discuss vacancies at the Stations and in the broadcasting industry.	4	Director of Local Programming and Creative Services Office Manager General Manger Managing Editor

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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>
8	3/26/2024	Participation in Job Fairs	The SEU participated in the University of Utah Graduation Extravaganza Job Fair. SEU personnel met with potential job applicants.	2	Director Creative Services General Manager
9	5/16/2024	Participation in Job Fairs	The SEU participated at the UACE New Grad and Alumni Statewide Career Fair. SEU personnel were able to meet with students and alumni and discuss vacancies at the Stations and in the broadcasting industry.	1	Office Manager
10	5/21/2024	Provision of training to management	The SEU conducted a mandatory training session focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	18	General Manger News Director Creative Services Director Director of Sales