

# KTVX, KUCW

## 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
Account Executive	1-3, 5-8, 10, 14, 16-27	1
National Sales Manager	1-3, 5-10, 13-14, 16-27	1
News Director	1-3, 5-8, 10, 14-27	16
Weekend Meteorologist/Reporter	1-3, 5-8, 10, 14-27	1
News Producer	1-3, 5-10, 14-27	1
Integrated Digital Specialist	1-3, 5-8, 10, 13-14, 16-27	16
News Producer	1-3, 5-11, 14-27	11
News Photographer	1-3, 5-10, 13-14, 16-27	17
Meteorologist	1-3, 5-8, 10-11, 14-27	11
Promotion Producer	1-3, 5-8, 10-11, 14, 16-27	11
Studio Camera Op/Newscast Director	1-10, 14-27	1
Digital Reporter	1-3, 5-8, 10, 14-27	15
Lifestyle Talk Show Executive Producer	1-3, 5-11, 14, 16-27	11
Lifestyle C.S. Photographer/Editor	1-3, 5-8, 10, 14, 16-27	1
News Producer	1-3, 5-10, 14-27	15
Lifestyle Show Producer	1-3, 5-8, 10-11, 14, 16-27	11
News Producer	1-3, 5-10, 14-27	9
Account Executive	1-10, 14-27	4
Account Executive	1-3, 5-8, 10, 14-27	15
Social Media Digital Producer	1-3, 5-8, 10, 14-27	1
News/Sports Photographer	1-8, 10, 13-27	4
Lifestyle Producer	1-3, 5-11, 13-27	11
News Assignments Editor	1-3, 5-10, 14, 16-27	16
Newscast Director	1-3, 5-10, 14-27	9
Promotions Producer	1-3, 5-8, 10, 13-27	15

# KTVX, KUCW

## 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Photographer	1-3, 5-8, 10, 14, 16-27	1
Weekend News Anchor/Reporter	1-3, 5-10, 14-27	15
Newscast Director/Supervisor	1-3, 5-11, 14-27	11
Digital Content Director	1-3, 5-8, 10, 13-14, 16-27	16
Digital Content Producer	1-3, 5-8, 10, 14-27	15
News Photographer	1-3, 5-10, 14-27	15
Local Sales Manager	1-3, 5-8, 10, 14-27	15
Audio Operator	1-3, 5-10, 14-27	15
Digital Content Producer	1-3, 5-10, 14-27	15
News Producer	1-3, 5-10, 14-27	9
Newscast Director	1-3, 5-8, 10, 14, 16-27	1
News/Sports Photographer	1-3, 5-8, 10-11, 14, 16-27	11
Director of Sales	1-3, 5-8, 10, 14, 16-27	16
Digital Content Producer	1-3, 5-8, 10, 14-27	1
Newscast Director	1-3, 5-8, 10-11, 14, 16-27	11
Digital Producer	1-3, 5-8, 10, 14-27	15
News Producer	1-3, 5-10, 14-27	9
News Photographer	1-3, 5-10, 13-27	15
Multimedia Journalist Reporter	1-3, 5-8, 10, 14, 16-27	1
Creative Services Photographer-Editor	1-3, 5-11, 13-14, 16-27	11
Graphic Artist	1-10, 14-27	1
News Photographer	1-3, 5-8, 10-11, 14-27	11
News Producer	1-3, 5-10, 14-27	9
Multimedia Journalist Southern Utah Bureau	1-3, 5-8, 10, 14, 16-27	16
News Photographer	1-3, 5-8, 10, 13-27	15

# KTVX, KUCW

## 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" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Studio Camera Operator/Newscast Director	1-3, 5-11, 14-27	11
IT Engineer	1-3, 5-8, 10-11, 14-27	11
News Reporter	1-3, 5-8, 10, 14, 16-27	1
AM Graphics/Camera Operator	1-10, 14, 16-27	1
Executive Producer/Producer	1-3, 5-8, 10-11, 14-27	11
News Photographer	1-3, 5-10, 14-27	9
Account Executive	1-3, 5-10, 14-27	15
News Producer	1-3, 5-10, 14-27	15
Sales Digital Manager	1-3, 5-8, 10, 14, 16-27	1
News Photographer	1-3, 5-8, 10, 12, 14-27	12
News Producer	1-3, 5-10, 14, 16-27	9

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

**June 1, 2022 - May 31, 2023**

**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	abc4.com 2175 W 1700 South Salt Lake City, Utah 84104 Phone : 801-975-4491 Ida Anderson Manual Posting	N	40
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	1
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	CareerBuilder.com	N	6
5	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	2
6	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

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

**June 1, 2022 - May 31, 2023**

**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
7	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	1
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	39
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	14
12	Job Fair	N	1
13	Job/Bulletin Board	N	12
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	70
16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	26

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

**June 1, 2022 - May 31, 2023**

**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>
17	People Helping People 265 East 100 South Suite 280 Salt Lake City, Utah 84111 Phone : 801-583-5300 Email : kristen@phputah.org Kristen Carr	N	2
18	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
19	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
20	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	1
21	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
22	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

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

**June 1, 2022 - May 31, 2023**

**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>
23	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
24	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
25	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
26	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
27	<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>215</b>

# KTVX, KUCW

## EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

### 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	Ongoing Event	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, productions, sports and weather.</p> <p>The SEU hosted six (6) interns, from BYU, University of Utah, Utah Valley University and American University during the 2022 Summer Semester; three (3) interns from Utah Valley University, University of Utah and American Fork High School during the 2022 Fall Semester; and six (6) interns, from the University of Utah, Salt Lake Community College, Utah Valley University and American Fork High School during the 2023 Spring Semester.</p>	2	Asst. News Director Promotion Director News Director
2	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The SEU regularly disseminates job vacancy notices to the Department of Workforce Services, in an effort to post upper-level positions to include all individuals for the community.	2	General Manager Office Manager
3	10/31/2022	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker for the Utah Council for Citizen Diplomacy International Exchange Program. They came from multiple regions to examine New and Traditional Broadcast Media under the auspices of the U.S. Department of State's Edward R. Murrow Program for Journalists. They toured the SEU facilities, watched a live newscast and asked questions about broadcasting. Job vacancies at the Stations were discussed with them.	1	Promotion Director
4	1/26/2023	Participation in events sponsored by organizations representing the community	SEU attended a zoom call with People Helping People. During the call, SEU answered questions about jobs we have available, and discuss broadcasting jobs in general and provided guidance on how and where to apply for jobs at Nexstar.	1	Promotion Director



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

**June 1, 2022 - May 31, 2023**

**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>
5	3/15/2023	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 Station and in the broadcasting industry.	6	Office Manager Promotion Director Chief Engineer Digital Manager
6	3/23/2023	Participation in events sponsored by organizations representing the community	The SEU participated at the People Helping People Job Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Office Manager Director Creative Services Local Sales Manager
7	4/18/2023	Participation in Job Fairs	The SEU participated at the University of Utah Graduation Extravaganza. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	General Manager Creative Service Manager
8	5/9/2023	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.	17	VP GM News Director General Sales Manager Promotion Directors