

KOZL-TV AND KRBK
EEO PUBLIC FILE REPORT
October 1, 2018 - September 30, 2019

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
Multimedia Journalist	2-8, 10-11, 13-20, 22-26, 28-29, 31-32	7
Digital Content Manager	2, 4-6, 8, 10, 14-15, 17-20, 22-24, 26, 32	20
News Producer	2, 4-6, 8, 10, 14-15, 17-18, 20, 22-24, 26, 32	20
Account Executive	2-6, 8, 10, 14-15, 17-18, 20, 22-24, 26, 32	20
News Director	2, 4-6, 8-10, 14-15, 17-20, 22-24, 26, 32	9
Multimedia Journalist	2, 4-6, 8, 10-11, 13-20, 22-26, 28-29, 31-32	20
Multimedia Journalist	2, 4-6, 8, 10-11, 13-20, 22-26, 28-29, 31-32	20
Account Executive	2, 4-8, 10-11, 13-20, 22-26, 28-29, 32	20
Account Executive	2, 4-8, 10-11, 13-20, 22-26, 28-29, 32	7
Digital Multi-Media Journalist	2, 4-6, 8-11, 13-20, 22-26, 28-29, 32	9
Multimedia Journalist	2, 4-6, 8, 10-20, 22-26, 28, 32	12
Account Executive	2, 4-6, 8, 10-11, 13-20, 22-26, 28, 32	20
Account Executive	2, 4-8, 10-11, 13-20, 22-26, 28, 32	7
Account Executive	1-2, 4-6, 8, 10-11, 13-20, 22-26, 28, 32	1
Account Executive	2, 4-8, 10-11, 13-20, 22-26, 28, 32	20
Account Executive	2, 4-8, 10-11, 13-20, 22-26, 28, 32	7
Account Executive	2, 4-8, 10-11, 13-20, 22-26, 28, 32	7
Sales Assistant	2, 4-8, 10-20, 22-26, 28, 32	20
News Producer	2, 4-6, 8, 10-11, 13-28, 32	20
Creative Services Producer	2, 4-8, 10-11, 13-28, 32	7
Assignment & Web Producer	2, 4-6, 8-11, 13-28, 32	9
Ozarks Live! Producer	2, 4-6, 8-11, 13-28, 32	20
Sports Reporter, Anchor	2, 4-6, 8, 10-28, 32	2
Account Executive	1-2, 4-6, 8, 10-11, 13-16, 18-28, 30, 32	4

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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	Advertisement-TV	N	2
2	Broadcast Employment Services (TVjobs.com) PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Email : admin@tvjobs.com Mark Holloway	Y	3
3	Bryan University 4255 Nature Ctr Way Springfield, Missouri 65804 Phone : 417-862-5700 Url : http://bryanu.edu Email : bcoomer@bryanu.edu Bryan Coomer Prong 2 Ended Date: 10/23/2018	N	0
4	College of the Ozarks 100 Opportunity Avenue Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : http://www.cofu.edu/cofoSites/Page/Career-Center/Welcome.700.html Email : jfreeman@cofo.edu Jim Freeman	Y	1
5	Drury University Career Center 900 N. Benton Springfield, Missouri 65802 Phone : 417-873-7284 Url : https://www.collegecentral.com/drury/employer.cfm Email : career@drury.edu Emily Buckmaster Prong 2 Ended Date: 10/23/2018	N	0

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6	Evangel University 1111 N. Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 ext. 8411 Url : www.evangel.edu/ Email : potterw@evangel.edu Wanda Potter	Y	0
7	Indeed.com	N	13
8	Internal Bulletin Board 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Nancy Bingaman Manual Posting	N	2
9	Internal Promotion	N	6
10	Lincoln University (Center for Career Services) 820 Chestnut Street Jefferson City, Missouri 65101 Phone : 573-6815166 Email : careerservices@lincolnu.edu Ruth Canada	N	0
11	Lindenwood University 209 S.Kingshighway St. St. Charles, Missouri 63301 Phone : (636) 949-2000 Url : https://app.joinhandshake.com Email : careerdevelopment@lindenwood.edu Shannon Wright	N	0
12	Linked In	N	3

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13	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Email : rich@medialine.com Rich Everitt	N	0
14	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Email : THarper@mbaweb.org Terry Harper	N	0
15	Missouri Career Center 2900 E. Sunshine Springfield, Missouri 65804 Phone : 417-887-4343 Url : www.jobs.mo.gov Email : Shelly.sprague@ded.mo.gov Shelly Sprague	Y	1
16	Missouri Southern State University Career Services 3950 E. Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : https://www.myinterfase.com/mssu/employer/ Email : hirealion@mssu.edu Alex Gandy	N	0
17	Missouri State University Career Center 901 S. National Ave Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://careercenter.missouristate.edu/jobtrackslg Email : CareerCenter@missouristate.edu Vicki Elders Prong 2 Ended Date: 10/23/2018	N	1

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18	NAACP of Springfield POB 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : http://www.naacpspringfieldmo.org/ Email : info@naacpspringfieldmo.org Cheryl Clay	N	0
19	National Alliance of State Broadcasters (careerpage.org) 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 573-636-6692 Url : http://careerpage.org Mark Gordon Manual Posting	N	0
20	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	29
21	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468-6001 Phone : 660-562-1250 Url : www.nwmissouri.edu Email : career@nwmissouri.edu Lori Haws	N	0
22	Ozarks Technical Community College 1001 E. Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6963 Url : https://students.otc.edu/careerservices/ Email : careeremp@otc.edu Katherine Christy	Y	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
23	OzarksFirst.com (station website) 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Stacy Boysen-Krauk Manual Posting	N	0
24	Private Public Partnership Office for Army Reserves 24 Davis Street Jefferson Barracks St. Louis, Missouri 63125 Phone : 314-416-3000 Url : http://www.usar.army.mil/p3 Email : fred.d.love4.ctr@mail.mil Fred Love	Y	0
25	Southern Illinois-Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Url : https://app.joinhandshake.com Email : careerdevelopment@siu.edu Michelle Garrett	N	0
26	Springfield Area Chamber of Commerce 202 S. John Q Hammons Parkway Springfield, Missouri 65806 Phone : 417-862-5567 Url : http://www.springfieldchamber.com/ Carol Wright Pryor Manual Posting	N	0
27	Truman State University 100 E. Normal Ave Kirksville, Missouri 63501 Phone : 660-785-4475 Email : ucc3@truman.edu Jenni Nuhn	N	0

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28	University of Arkansas Career Development Center 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2805 Url : https://app.joinhandshake.com/login Email : career@uark.edu Angela Williams	N	0
29	University of Missouri-Columbia 201 Student Success Center Columbia, Missouri 65211 Phone : 573-884-6317 Url : https://app.joinhandshake.com/login Email : Peiterl@missouri.edu Laura Peiter	N	0
30	University of South Dakota 414 E. Clark St Vermillion, South Dakota 57069 Phone : 605-658-6200 Email : kyle.jos.miller@gmail.com Kyle Miller	Y	0
31	US Military Pipeline (Futures Inc.) 4819 Emperor Blvd Ste 305 Durham, North Carolina 27703 Phone : 919-474-8500 Url : https://usmilitarypipeline.com Futures Team Manual Posting	N	0
32	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

Bryan University was removed as of November 9, 2018.
University of Missouri was removed as of March 9, 2019.
Missouri State University was removed as of July 16, 2019
University of Arkansas was removed as of September 20, 2019(9/20/19).
Northwest Missouri State and Truman State University added April 13, 2019.
University of South Dakota added July 23, 2019.

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	10/1/2018	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates job vacancy notices, including upper-level positions, to the Missouri Career Center, a general, non vacancy-specific job bank and to the Missouri Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.	1	Program Manager/EEO Coordinator
2	1/10/2019	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 station hosted three (3) interns from Missouri State University during the 2019 Spring Semester and one (1) from Syracuse University during the 2019 Summer Semester.	2	News Director Assistant News Director
3	2/21/2019	Participation in Job Fairs	The SEU participated at the University of Missouri Recruitment Day. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	News Director GM/VP
4	3/6/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at Republic High School's Career Day. He spoke about career decisions and job requirements.	1	Sports Anchor
5	3/27/2019	Participation in Job Fairs	The SEU participated at the College of the Ozarks Spring 2019 Career Expo. Station personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Director of Engineering Master Control Supervisor
6	4/5/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers discussing career decisions and job requirements at the Stations and in the broadcast industry. Missouri State University who job shadowed them.	7	News Director News Anchor Meteorologist Producer
7	4/11/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker before a Missouri State University journalism class. She spoke about career decisions and job requirements.	1	News Director

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8	4/13/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers on a Missouri State University panel. They spoke about career decisions and job requirements.	2	News Director GM/VP
9	4/13/2019	Participation in Job Fairs	The SEU participated at the Missouri College Media Association-Missouri Broadcasters Association Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	VP/General Manager News Director Digital Media Reporter