

**KOZL-TV and KRBK**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 - September 30, 2020**

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
Digital Sales Manager III	1-4, 6-9, 11-27	7
Account Executive	1-4, 6, 8-9, 11-14, 17-27	17
Account Executive	1-6, 8-10, 12-15, 17-21, 23-24, 26-27	17
Multimedia Journalist	1-4, 6, 8-9, 12-15, 17-21, 23-24, 26-27	17
Assignment & Web Producer	1-4, 6-9, 12-15, 17-21, 23-24, 26-27	17
Multimedia Journalist-Branson Office	1-4, 6, 8-10, 12-15, 17-21, 23-24, 26-27	10
Vice President/General Manager	1-10, 12-15, 17-21, 23-24, 26-27	7
News Anchor III	1-4, 6-9, 12-15, 17-21, 23-24, 26-27	7
Digital Director	1-4, 6-9, 12-15, 17-21, 23-24, 26-27	7
Local Sales Manager	1-9, 12-15, 17-21, 23-24, 26-27	17
Audio Operator	1-9, 12-15, 17-21, 23-24, 26-27	5
News Photographer	1-4, 6-9, 12-15, 17-21, 23-24, 26-27	7
Multi-Media Sales Executive	1-6, 8-10, 12-15, 17-21, 23-24, 26-27	5

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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	Broadcast Employment Services (TVjobs.com) PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	Y	0
2	College of the Ozarks 100 Opportunity Avenue Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : <a href="http://www.cofo.edu/cofoSites/Page/Career-Center/Welcome.700.html">http://www.cofo.edu/cofoSites/Page/Career-Center/Welcome.700.html</a> Email : <a href="mailto:jfreeman@cofo.edu">jfreeman@cofo.edu</a> Jim Freeman	Y	0
3	Drury University Career Center 900 N. Benton Springfield, Missouri 65802 Phone : 417-873-7284 Url : <a href="https://www.collegecentral.com/drury/employer.cfm">https://www.collegecentral.com/drury/employer.cfm</a> Email : <a href="mailto:career@drury.edu">career@drury.edu</a> Emily Buckmaster	N	0
4	Evangel University 1111 N. Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 ext. 8411 Url : <a href="http://www.evangel.edu/">www.evangel.edu/</a> Email : <a href="mailto:potterw@evangel.edu">potterw@evangel.edu</a> Wanda Potter	Y	0
5	Indeed.com	N	6
6	Internal Bulletin Board 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Linda Hodo Manual Posting	N	0
7	Internal Promotion	N	17

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8	Lincoln University (Center for Career Services) 820 Chestnut Street Jefferson City, Missouri 65101 Phone : 573-6815166 Email : careerservices@lincolnu.edu Ruth Canada	N	0
9	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
10	Linked In	N	8
11	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
12	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
13	Missouri Career Center 2900 E. Sunshine Springfield, Missouri 65804 Phone : 417-887-4343 Url : www.jobs.mo.gov Email : Shelly.sprague@dhewd.mo.gov Shelly Sprague	Y	0
14	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

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15	NAACP of Springfield POB 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : <a href="http://www.naacpspringfieldmo.org/">http://www.naacpspringfieldmo.org/</a> Email : <a href="mailto:info@naacpspringfieldmo.org">info@naacpspringfieldmo.org</a> Cheryl Clay	N	0
16	National Alliance of State Broadcasters (careerpage.org) 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 573-636-6692 Url : <a href="http://careerpage.org">http://careerpage.org</a> Mark Gordon Manual Posting	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	11
18	Northwest Missouri State University 800 University Drive Maryville, Missouri 64468-6001 Phone : 660-562-1250 Url : <a href="http://www.nwmissouri.edu">www.nwmissouri.edu</a> Email : <a href="mailto:career@nwmissouri.edu">career@nwmissouri.edu</a> Lori Haws	N	0
19	Ozarks Technical Community College 1001 E. Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6963 Url : <a href="https://students.otc.edu/careerservices/">https://students.otc.edu/careerservices/</a> Email : <a href="mailto:careeremp@otc.edu">careeremp@otc.edu</a> Katherine Christy	Y	0
20	OzarksFirst.com (station website) 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Stacy Boysen-Krauk Manual Posting	N	0

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21	Private Public Partnership Office for Army Reserves 24 Davis Street Jefferson Barracks St. Louis, Missouri 63125 Phone : 314-416-3000 Url : <a href="http://www.usar.army.mil/p3">http://www.usar.army.mil/p3</a> Email : <a href="mailto:fred.d.love4.ctr@mail.mil">fred.d.love4.ctr@mail.mil</a> Fred Love	Y	0
22	Southern Illinois-Carbondale 1263 Lincoln Dr. Carbondale, Illinois 62901 Phone : 618-453-2391 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Email : <a href="mailto:careerdevelopment@siu.edu">careerdevelopment@siu.edu</a> Michelle Garrett	N	0
23	Springfield Area Chamber of Commerce 202 S. John Q Hammons Parkway Springfield, Missouri 65806 Phone : 417-862-5567 Url : <a href="http://www.springfieldchamber.com/">http://www.springfieldchamber.com/</a> Carol Wright Pryor Manual Posting	N	0
24	Truman State University 100 E. Normal Ave Kirksville, Missouri 63501 Phone : 660-785-4475 Email : <a href="mailto:ucc3@truman.edu">ucc3@truman.edu</a> Jenni Nuhn	N	0
25	University of Arkansas Career Development Center 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2805 Url : <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a> Email : <a href="mailto:career@uark.edu">career@uark.edu</a> Angela Williams	N	0
26	University of South Dakota 414 E. Clark St Vermillion, South Dakota 57069 Phone : 605-658-6200 Email : <a href="mailto:kyle.jos.miller@gmail.com">kyle.jos.miller@gmail.com</a> Kyle Miller	Y	0

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27	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</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	10/1/2019	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	10/2/2019	Participation in Job Fairs	The SEU participated at the College of the Ozarks Fall 2019 Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Master Control Supervisor
3	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, production, sports, and weather.</p> <p>The SEU hosted one (1) intern, from Drury University, during the 2020 Spring Semester and one (1) intern, from Missouri State University, during the 2020 Summer Semester.</p>	2	Sports Anchor News Director