

KOZL-TV, KRBK
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 2021

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
Multi-Media Sales Executive	1-5, 8, 11-22, 24-27	2
Web Producer	1, 3-5, 8-9, 11-12, 14-22, 24-27	9
Multi-Media Sales Executive	1, 3-5, 8, 11-22, 24-27	13
Meteorologist	1, 3-5, 7-9, 11-12, 14-22, 24-27	9
Multi-Media Sales Executive	1, 3, 6, 8, 12, 14-18, 20-21, 24, 27	18
Multi-Media Sales Executive	1, 3, 6, 8, 12, 14-18, 20-21, 24, 27	18
Multi-Media Sales Executive	1, 3, 6-8, 12, 14-18, 20-21, 24, 27	7
Creative Services Director III	1, 3, 6-9, 12-18, 20-21, 24, 27	13
News Photographer	1, 3, 6, 8-9, 12-18, 20-21, 24, 27	9
Multi-Media Sales Executive	1, 3, 6, 8, 12, 14-18, 20-21, 24, 27	18
Multimedia Journalist	1, 3, 6-8, 12-18, 20-21, 24, 27	18
News Anchor III	1, 3, 8-9, 12, 14-18, 20-21, 23-24, 27	18
Morning News Anchor	1, 3, 8-10, 12, 14-18, 20-21, 24, 27	9
Audio Operator	1, 3, 6-9, 12, 14-18, 20-21, 24, 27	9
Sales Assistant	1, 3, 8, 12-18, 20-21, 24, 27	18
Multimedia Journalist	1, 3, 6-8, 12, 14-18, 20-21, 24, 27	18
Multimedia Journalist	1-3, 6-8, 12, 14-18, 20-21, 24, 27	7
Meteorologist	1, 3, 8-9, 12-18, 20-21, 24, 27	18
Graphic Designer I	1, 3, 7-8, 12, 14-18, 20-21, 24, 27	7
News Producer I	1, 3, 6-9, 12, 14-18, 20-21, 24, 27	9
Integrated Digital Specialist	1, 3, 6-8, 12, 14-18, 20-21, 24, 27	18

Recruiting Sources 11/Lincoln University, 19/Northwest MSU and 25/Truman State University were deleted on September 29, 2020.

Handshake was added on October 13, 2020. Recruiting sources 4/Drury University and 5/Evangel University were incorporated into Handshake as of October 26, 2020.

Recruiting Source 22/Private Public Partnership and 26/University of South Dakota were deleted on October 16, 2020.

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, Indeed.com, and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar

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Digital Content Manager	1, 3, 6, 8-9, 12-18, 20-21, 24, 27	9
News Producer I	1, 3, 6, 8, 12, 14-18, 20-21, 24, 27	18
Lifestyle Producer	1, 3, 6-9, 12, 14-18, 20-21, 24, 27	18
Local Sales Manager	1, 3, 6, 8-9, 12-18, 20-21, 24, 27	9
General Sales Manager	1, 3, 8-9, 12-18, 20-21, 24, 27	9
News Producer I	1, 3, 6-8, 12-18, 20-21, 24, 27	13
Assignment & Web Producer	1, 3, 8-9, 12-18, 20-21, 24, 27	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	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 Prong 2 Ended Date: 10/16/2020	N	0
2	CareerBuilder.com	N	2
3	College of the Ozarks 100 Opportunity Avenue Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : http://www.cofo.edu/cofoSites/Page/Career-Center/Welcome.700.html Email : jfreeman@cofo.edu Jim Freeman Prong 2 Ended Date: 10/16/2020	N	0
4	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	N	0
5	Evangel University 1111 N. Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 ext. 8411 Url : www.evangel.edu/ Wanda Potter Manual Posting Prong 2 Ended Date: 10/16/2020	N	0
6	Handshake P.O. BOX 40770 San Francisco, California 94140 Garrett Lord Manual Posting	N	1

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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
7	Indeed.com	N	16
8	Internal Bulletin Board 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Linda Hodo Manual Posting	N	0
9	Internal Promotion	N	24
10	Job/Bulletin Board	N	1
11	Lincoln University (Center for Career Services) 820 Chestnut Street Jefferson City, Missouri 65101 Phone : 573-6815166 Email : careerservices@lincolnu.edu Ruth Canada	N	0
12	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
13	Linked In	N	17
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 Job Center 2900 E. Sunshine Springfield, Missouri 65804 Phone : 417-841-3345 Url : www.springfieldmo.gov/careercenter Email : ccollins@springfieldmo.gov Cynthia Collins Prong 2 Ended Date: 10/16/2020	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
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	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
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	37
19	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
20	Ozarks Technical Community College 1001 E. Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6910 Email : careerservices@otc.edu Mackenzie Steelman-Wilson Prong 2 Ended Date: 10/16/2020	N	0
21	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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 Prong 2 Ended Date: 10/16/2020	N	0
23	Professional/Industry Trade Organization	N	1
24	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
25	Truman State University 100 E. Normal Ave Kirksville, Missouri 63501 Phone : 660-785-4475 Email : ucc3@truman.edu Jenni Nuhn	N	0
26	University of South Dakota 414 E. Clark St Vermillion, South Dakota 57069 Phone : 605-658-6200 Email : kyle.jos.miller@gmail.com Kyle Miller Prong 2 Ended Date: 10/16/2020	N	0
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			99

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	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 Director/EEO Coordinator
2	3/24/2021	Participation in Job Fairs	The SEU participated in the annual Mizzou recruitment effort at the University of Missouri. SEU personnel were able to meet virtually with students and discuss vacancies at the Stations and in the broadcasting industry.	1	News Director
3	4/15/2021	Participation in Job Fairs	The SEU participated at the College of the Ozarks Spring 2021 In-Person Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Director of Engineering
4	7/12/2021	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 virtually hosted one (1) intern from Syracuse University during the 2021 Summer Semester.	3	News Director Assistant News Director Executive Producer
5	8/25/2021	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.	8	GM/VP News Director Director of Sales Chief Engineer
6	9/22/2021	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Ozarks Technical Community College. She spoke about career decisions and job requirements.	1	Graphic Artist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	9/29/2021	Participation in Job Fairs	The SEU participated at the College of the Ozarks Fall 2021 Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Chief Engineer