

KFTA-TV, KNWA-TV, KXNW-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Front Desk Receptionist	1, 4, 6, 12-13, 15, 18-21, 28-29	13
Weekend Anchor	1, 3-4, 6, 12-13, 18-20, 22	22
MMJ-Reporter	1, 4, 6-7, 12-13, 18, 21, 28	13
Account Executive	1-6, 9-13, 16, 18-24, 27-29	13
Production Assistant	1, 4, 6-7, 12-13, 17-19, 22, 25-26, 28	13
Main Evening News Anchor	1, 4, 6, 12, 18, 21-22, 28	21
Business Administrator	1, 4, 6-7, 12-13, 18-21	19
Digital News Producer	1, 4, 6, 12, 18-19, 21-22	22
Account Executive	1, 4, 6, 12-13, 18, 20-21, 28	13
Morning News Anchor	1, 4, 6, 12, 18, 21-22, 28	22
Local Sales Assistant	1, 4, 6, 8, 12-13, 18-21	8
MMJ-Reporter	1, 4, 6, 12, 18-19, 21-22	22
News Producer	1, 4, 6, 12, 18-19, 28	19
Meteorologist III	1, 4, 6, 12-13, 18-22	22
Assignment and Web Producer	1, 4, 6-7, 12-13, 18-21	13
Digital News Producer	1, 4, 6, 12-13, 18-21	19
Front Desk Receptionist	1, 4, 6-7, 12-13, 18-19, 21	13
Account Executive	1, 4, 6, 8, 12-14, 18-21	20
Digital Content Producer	1, 4, 6, 12-13, 18-19, 21, 28	13
Local Sales Assistant	1, 4, 6, 12-13, 18-21, 28	19

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AR Broadcasters Association 2024 Arkansas Valley Drive Suite 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org Email : angie@arkbroadcasters.org Angie Robinson	N	0
2	Arkansas Baptist College 1621 Dr. MLK Drive Little Rock, Arkansas 72202 Phone : 877-643-5390 career listing Manual Posting	N	0
3	Arkansas Business 114 Scott Street Little Rock, Arkansas 72201 Phone : 888-322-6397 Url : http://www.arkansasbusiness.com Job Listings Manual Posting	N	0
4	Arkansas Department of Workforce Services 100 North Dixieland Road Rogers, Arkansas 72756 Phone : 479-878-6522 Url : http://www.arkansas.gov Email : sarah.phares@arkansas.gov Sarah Phares	N	0
5	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Email : ajohnson94@atu.edu Fax : 1-479-964-0863 Amanda Johnson	N	0
6	Arkansas Workforce Center 2143 M.L.K. Jr. Blvd. Fayetteville, Arkansas 72701 Phone : 479-521-5730 Url : http://dws.arkansas.gov Email : gary.morris-mansee@arkansas.gov Fax : 1-479-521-1595 Gary Morris	N	0
7	CareerBuilder.com	N	8

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Employee Referral	N	2
9	Harding University Main Campus no listing Searcy, Arkansas 72149 Phone : 501-279-4000 Fax : 1-501-279-4600 Harding University Main Campus Harding University Main Campus	N	0
10	Henderson State University 100 Henderson Street; Box 772 Arkadelphia, Arkansas 71923 Phone : 870-230-5295 Fax : 1-870-230-5336 Jessica Garrison	N	0
11	Hendrix College 1601 Harkrider St Conway, Arkansas 72032 Phone : 501-329-6811 Email : careerservices@hendrix.edu Fax : 1-501-450-1200 Hendrix College Hendrix College	N	0
12	Hispanic Women of Arkansas 614 East Emma Avenue #231 Springdale, Arkansas 72764 Phone : 479-751-9494 Url : http://www.hwoa.org Email : margarita.s@hwoa.org Margarita Solorzano	N	0
13	Indeed.com	N	27
14	Job Fair	N	6
15	Job/Bulletin Board	N	2
16	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Fax : 1-479-524-7221 Dan Noyes	N	0

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17	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Dan Noyes Manual Posting	N	0
18	Jones Center For Families 922 East Emma Springdale, Arkansas 72762 Phone : 479-756-8090 Url : http://thejonescenter.net Email : bhudson@jonesnet.org Belinda Hudson	N	0
19	KNWA Internal Job Board 609 W. Dickson St. Suite 3 Fayetteville, Arkansas 72701 Phone : 479-684-4463 Url : http://www.nwahomepage.com Jennifer Cross Manual Posting	N	9
20	Linked In	N	20
21	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	6
22	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listings Manual Posting	N	6
23	University of Arkansas / Handshake 660 4th street #113 San Francisco, California 94107 Phone : 479-575-2805 Url : https://app.joinhandshake.com/ Debbie Ritter 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
24	University of Arkansas Monticello PO Box 3548 Monticello, Arkansas 71656 Phone : 870-460-1454 Fax : 1-870-460-1354 Laura Hughes	N	0
25	University of Arkansas Pine Bluff 1200 North Universtiy Dr; Mail Slot 4975 Pine Bluff, Arkansas 71601 Phone : 870-575-8461 Mary Jones Manual Posting	N	0
26	University of Arkansas- Main Campus 353 Graduate Education Building Fayetteville, Arkansas 72701 Phone : 501-575-2000 University of Arkansas- Main Campus University of Arkansas- Main Campus Manual Posting	N	0
27	University of the Ozarks 415 Collge Ave. Clarksville, Arkansas 72830 Phone : 479-754-3839 Email : careers@ozarks.edu Kimberly Spicer	N	0
28	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
29	Zip Recruiter 40 East Rio Salado Parkway Tempe , Arizona 85281 Phone : 480-739-1526 Url : www.ziprecruiter.com Tanya Barnard Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			87

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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	2/10/2019	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 Arkansas Workforce Center and Hispanic Women of Arkansas.	1	
2	2/20/2019	Participation in events or programs sponsored by educational institutions	The SEU participated as speakers at the University of Arkansas. . They spoke about career decisions, job requirements and vacancies at the Stations and in the broadcasting industry.	1	News Director
3	3/12/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at Farmington High School Multimedia Senior Class. They spoke about job qualifications, careers and opportunities at the station and within the broadcasting industry.	2	Program Manager Programming Team Member
4	9/26/2019	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at Fayetteville High School. They spoke to seniors about job qualifications, careers and opportunities at the station and within the broadcasting industry	2	News Director Production Manager
5	10/2/2019	Participation in Job Fairs	The SEU participated in a job fair with Rogers Lowell Chamber of Commerce at the 2019 Northwest Arkansas Fall Job Fair. The SEU provided administrative and advertising resources. SEU personnel were able to meet with job seekers and discuss vacancies at the Stations and in the broadcasting industry.	6	Business Administrator News Director Promotions Director Director Of Sales
6	10/15/2019	Participation in events or programs sponsored by educational institutions	The SEU hosted a Station tour for students from Fayetteville High School. SEU personnel discussed job qualifications, careers and opportunities at the Stations and in the broadcasting industry	2	News Director Production Manager