

KFTA-TV, KNWA-TV, KXNW
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 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
Creative Services Producer	1-5	4
Sales Assistant	1-5	3
Account Executive	1-7	2
Sports Anchor	1-5	3
Meteorologist / Reporter	1-5	5
Reporter, Multimedia Journalist	1-5	4
Reporter, Multimedia Journalist	1-5	1
Account Executive - Media Sales	1-7	4
News Anchor	1-5	2
Account Executive - Media Sales	1-7	4
Receptionist	1-5	4
Reporter, Multimedia Journalist	1-5	2
News and Digital Content Producer	1-5	2
Executive Producer / Digital Content	1-5	4
Receptionist	1-5	5

KFTA-TV, KNWA-TV, KXNW
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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	CareerBuilder 5550-A Peachtree Parkway, 200 N. LaSalle St. Suite Chicago, Illinois 60601 Url : Careerbuilder.com Online Submission Manual Posting	N	4
2	Indeed.com 6433 Champion Grandview Way 1-100 Austin, Texas 78750 Phone : 1-800-475-4361 Url : indeed.com Job Listings Manual Posting	N	31
3	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	5
4	LinkedIn 1000 West Maude Avenue Sunnyvale, California 94085 Url : linkedin.com Online Submission Manual Posting	N	33
5	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	14
6	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

KFTA-TV, KNWA-TV, KXNW
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			87

KFTA-TV, KNWA-TV, KXNW
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/6/2020	Participation in events or programs sponsored by educational institutions	The SEU hosted a station tour for students from the NWA Classical Academy. SEU personnel discussed job qualifications, careers, and opportunities at the Stations and in the broadcasting industry.	1	Chief Meteorologist
2	4/15/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at the University of Arkansas. They spoke about career decisions and job requirements.	4	Sports Anchor Sports Anchor Sports Anchor Sports Director
3	5/1/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the Shiloh Christian School. He spoke about career decisions and job requirements.	1	Chief Meteorologist
4	5/5/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the University of Arkansas. He spoke about career decisions and job requirements.	1	Meteorologist
5	9/15/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as a speaker at the Penn State University Weather World Show. He spoke about career decisions and job requirements.	1	Meteorologist
6	10/20/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at the University of Arkansas. They spoke about career decisions and job requirements.	4	News Director Assignment Editor Multimedia Journalist Anchor
7	11/9/2020	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers at the University of Arkansas – Black Journalism Event. They spoke about career decisions and job requirements.	2	Reporter Anchor
8	1/12/2021	Participation in events sponsored by community groups	SEU personnel participated as judges allowing students to receive feedback on their presentation.	2	Anchor News Director