

**KFTA-TV, KNWA-TV, KXNW**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

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
Sports Anchor / Reporter	1-12	5
Account Executive - Fort Smith Office	1-12	7
National Sales Assistant	1-12	12
Full-Time News & Digital Content Producer	1-12	7
Receptionist	1-12	12
Photographer	1-12	5
Weekend Anchor	1-12	12
Reporter, Multimedia Journalist	1-12	3
Local Sales Assistant	1-12	6
Sports Anchor/Reporter	1-12	8
Receptionist	1-12	5
Account Executive - Fayetteville Office	1-12	12
Account Executive - Fort Smith Office	1-12	12
Reporter, Multimedia Journalist	1-12	6
Account Executive - Fort Smith Office	1-12	7
News & Digital Content Producer	1-12	8
Front Desk Receptionist	1-12	5
Full Time Digital Reporter	1-12	5
Account Executive	1-12	7
Account Executive	1-12	7
Reporter, Multimedia Journalist	1-12	8
Receptionist	1-12	5
MMJ / Reporter	1-12	3

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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	Arkansas Workforce Center 2143 M.L.K. Jr. Blvd. Fayetteville, Arkansas 72701 Phone : 479-521-5730 Url : <a href="http://dws.arkansas.gov">http://dws.arkansas.gov</a> Email : <a href="mailto:gary.morris-mansee@arkansas.gov">gary.morris-mansee@arkansas.gov</a> Fax : 1-479-521-1595 Gary Morris	N	0
2	CareerBuilder 5550-A Peachtree Parkway, 200 N. LaSalle St. Suite Chicago, Illinois 60601 Url : <a href="http://Careerbuilder.com">Careerbuilder.com</a> Online Submission Manual Posting	N	9
3	Handshake 660 4th street #113 San Francisco, California 94107 Phone : 479575280 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Online Submission Manual Posting	N	5
4	Hispanic Women of Arkansas 614 East Emma Avenue #231 Springdale, Arkansas 72764 Phone : 479-751-9494 Url : <a href="http://www.hwoa.org">http://www.hwoa.org</a> Email : <a href="mailto:margarita.s@hwoa.org">margarita.s@hwoa.org</a> Margarita Solorzano	N	0
5	Indeed.com 6433 Champion Grandview Way 1-100 Austin, Texas 78750 Phone : 1-800-475-4361 Url : <a href="http://indeed.com">indeed.com</a> Job Listings Manual Posting	N	47
6	KNWA Internal Job Board 609 W. Dickson St. Suite 3 Fayetteville, Arkansas 72701 Phone : 479-684-4463 Url : <a href="http://www.nwahomepage.com">http://www.nwahomepage.com</a> Jennifer Cross Manual Posting	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	LinkedIn 1000 West Maude Avenue Sunnyvale, California 94085 Url : linkedin.com Online Submission Manual Posting	N	25
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	12
9	University of Arkansas / Handshake 660 4th street #113 San Francisco, California 94107 Phone : 479-575-2805 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Debbie Ritter Manual Posting	N	1
10	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
11	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
12	<a href="http://www.nwahomepage.com">www.nwahomepage.com</a> 609 W. Dickerson St. Suite 3 Fayetteville, Arkansas 72701 Phone : 479-684-4463 Url : <a href="http://www.knwahomepage.com">http://www.knwahomepage.com</a> Candy Williams Manual Posting	N	17
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>120</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	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	The SEU coordinates with the Hispanic Women's Organization of Arkansas. A non-profit organization concerned with the well being of Hispanic families and job opportunities for Hispanic Women, in an effort to post all job vacancies, including all upper level category openings.	1	Business Administrator
2	5/11/2021	Provision of training to management	The Station 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.	7	General Manager News Director Promotions Manager Director of Operations