

KFTA-TV, KNWA-TV, KXNW
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Morning Show Anchor	1-12	8
Assistant News Director	1-12	6
MMJ / Reporter	1-12	7
Meteorologist/Reporter	1-12	8
Account Executive	1-12	7
Sports Anchor / Reporter	1-12	8
Account Executive, Sales	1-12	7
Account Executive, Sales	1-12	7
Digital Sales Strategist	1-10, 12	5
Account Executive	1-10, 12	7
Account Executive	1-10, 12	5
Full Time News and Content Prod	1-10, 12	5
MMJ-Reporter	1-10, 12	7
MMJ-Reporter	1-10, 12	2
Local Sales Assistant	1-10, 12	6
Digital Sales Strategist	1-10, 12	5
Morning Meteorologist	1-10, 12	8
Full Time News and Content Prod	1-10, 12	8
Creative Services Producer	1-10, 12	7
News Photographer	1-10, 12	7
News Photographer	1-10, 12	8
Full Time News and Content Prod	1-10, 12	7
Digital Media Manager	1-10, 12	8

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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 : http://dws.arkansas.gov Email : gary.morris-mansee@arkansas.gov Fax : 1-479-521-1595 Gary Morris	N	0
2	CareerBuilder 5550-A Peachtree Parkway, 200 N. LaSalle St. Suite Chicago, Illinois 60601 Url : Careerbuilder.com Online Submission Manual Posting	N	2
3	Handshake 660 4th street #113 San Francisco, California 94107 Phone : 479575280 Url : https://app.joinhandshake.com Online Submission Manual Posting	N	2
4	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
5	Indeed.com 6433 Champion Grandview Way 1-100 Austin, Texas 78750 Phone : 1-800-475-4361 Url : indeed.com Job Listings Manual Posting	N	28
6	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	7

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7	LinkedIn 1000 West Maude Avenue Sunnyvale, California 94085 Url : linkedin.com Online Submission Manual Posting	N	55
8	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	30
9	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	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	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
12	www.nwahomepage.com 609 W. Dickerson St. Suite 3 Fayetteville, Arkansas 72701 Phone : 479-684-4463 Url : http://www.knwahomepage.com Candy Williams Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			125

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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 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	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 four (4) interns, from the University of Arkansas, during the 2022 Spring Semester; Seven (7) interns, from the University of Arkansas, University of Syracuse, Arizona State, and SW Baptist University, during the 2022 Summer Semester; and one (1) intern, from the University of Arkansas during the 2022 Fall Semester.</p>	2	News Director Sports Anchor/Director News Anchor
3	3/8/2022	Participation in Job Fairs	The SEU participated at the Spring 2022 Business Career Fair at the Walton College Business Center. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Director Of Sales Local Sales Manager
4	10/12/2022	Participation in Job Fairs	The SEU participated at the MSSU Internship Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Assistant News Director Executive Producer
5	10/12/2022	Participation in Job Fairs	The SEU participated at the NWACC Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	2	Digital Sales Manager News Director
6	12/12/2022	Participation in events or programs sponsored by educational institutions	The SEU hosted a station tour for students from the Poteau High School. SEU personnel discussed job qualifications, careers, and opportunities at the Stations and in the broadcasting industry.	2	News Director Production Manager

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7	1/20/2023	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	General Manager News Director Promotions Manager Director of Operations