

KARD
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
MultiMedia Journalist, Reporter	1-4, 6-15, 17-27	11
Digital Reporter	1-27	7
Meteorologist	1-4, 6-15, 17-27	7
MultiMedia Journalist, Reporter	1-6, 8-15, 17-27	5
Integrated Digital Specialist	1-10, 12-15, 17-27	5
News Anchor Reporter	1-6, 8-15, 17-27	11
MultiMedia Journalist, Reporter	1-6, 8-15, 17-27	5
MultiMedia Journalist, Reporter	1-6, 8-10, 12-15, 17-27	5
Digital Sales Assistant	1-15, 17-27	5
Digital Reporter/ Producer	1-10, 12-15, 17-27	7

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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	American School of Business 702 Professional Dr. Shreveport, Louisiana 71105 Phone : 318-798-3333 Email : asb.kimberly@gmail.com Kimberly Coppen	N	0
2	Arkansas Workforce Center 523 E. 6th St. El Dorado, Arkansas 71730 Phone : 870-862-6456 Email : latoya.modica@arkansas.gov Latoya Modica	N	0
3	Career Buider 200 N. LaSalle St. Ste. 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : http://careerbuilder.com Job Posting Manual Posting	N	0
4	Delta Community College 609 Vocational Pkwy. West Monroe, Louisiana 71292 Phone : 318-397-6167 Email : nathanhall1@ladelta.edu Nathan Hall	N	0
5	Employee Referral	N	13
6	Grambling State University P.O. Drawer 4291 Grambling, Louisiana 71245 Phone : 318-274-2346 Email : fobbsshe@gram.edu Denesia Lofton	N	0
7	Indeed.com	N	7
8	LA Assn. of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : http://indeed.com Polly Johnson Manual Posting	N	0

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9	LA Delta Community College 7500 Millhaven Rd. Monroe, Louisiana 71203 Phone : 318-345-9261 Email : jsalter@ladelta.edu Julie Salter	N	0
10	LA Tech University via Handshake P.O. Box 3153 Ruston, Louisiana 71272 Phone : 318-257-4750 Url : http://www.latech.edu/career_center/ Ron Cathey Manual Posting	N	0
11	Linked In	N	13
12	LSU Career Center via Handshake 1 University Pl. Shreveport, Louisiana 71115 Phone : 318-797-6100 Url : https://www.myinterfase.com/lsus/employer/home.asp Job Listings Manual Posting	N	0
13	Monroe Chamber of Commerce 212 Walnut St. Suite 100 Monroe, Louisiana 71201 Phone : 318-323-6431 Email : rheatherly@monroe.org Fax : 1-318-812-7594 Roy Heatherly	N	0
14	myarklamiss.com 200 Pavilion Rd. West Monroe, Louisiana 71292 Phone : 318-323-1972 Url : http://www.nexstar.tv Chris Brown 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
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
16	Nexstar's Facebook Page	N	1
17	Northwestern State University P.O. Box 5286 Natchitoches, Louisiana 71497 Phone : 318-357-5621 Email : careercenter@nsula.edu Traci LaBom	N	0
18	Ouachita Economic Development 1900 N. 18th St. Monroe, Louisiana 71201 Phone : 318-387-0787 Email : awhite@nlep.org Angie White	N	0
19	Philander Smith College 900 W. Daisy L. Gaston Bates Dr. Little Rock, Arkansas 72202 Phone : 501-975-8591 Email : jmitchell@philander.edu Jovonte Mitchell	N	0
20	Southern University 6400 Press Dr. New Orleans, Louisiana 70126 Phone : 504-286-5390 Email : jmarion@suno.edu Joe Marion	N	0
21	St. Phillips College 1801 Martin Luther King Dr. San Antonio, Texas 78203 Phone : 210-486-2611 Email : dhester@alamo.edu Diane Hester	N	0

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22	Texarkana College 2500 N. Robinson Rd. Texarkana, Texas 75599 Phone : 903-838-4541 Email : phyllis.deese@texarkanacollege.edu Phyllis Deese	N	0
23	Tulane University 5823 St. Charles Ave. New Orleans, Louisiana 70118 Phone : 504-988-3902 Email : kball@tulane.edu Kathy Ball	N	0
24	TVjobs.com P.O. Box 4116 Oceans Oceanside, California 92052 TVjobs.com Recruiting Agency Manual Posting	N	0
25	University of Louisiana-Monroe via Handshake 700 University Ave. Monroe, Louisiana 71209 Phone : 318-342-5343 Url : https://webservices.ulm.edu/careerconnections/node Roslynn Pogue Manual Posting	N	0
26	West Monroe Chamber of Commerce 112 Professional Dr. West Monroe, Louisiana 71291 Phone : 318-325-1961 Email : kkelley@westmonroechamber.org Kristopher Kelley	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:			34

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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	2/24/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated in a Black History program at a local area high school. Station personnel spoke to high school seniors who participate in their school's Journalism & Radio Club. Station personnel spoke on what led them to Journalism, opportunities in Journalism, and the impact the next generation will have in the industry.	2	Sports Director Sports Reporter
2	2/25/2023	Participation in job banks, internet programs and other programs designed to promote outreach	Station personnel participated in the LAB Student Career Workshop & Job Fair. Each company's participation included advance promotion of the career fair on their respective stations and other distribution channels, interaction with career fair attendees, and in some cases on the spot interviews.	2	News Director Digital Media Manager
3	3/7/2023	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers before University of Louisiana at Monroe Marketing Students. Station personnel spoke about career decisions, job requirements, and internships.	4	General Manager News Director Integrated Digital Specialist Human Resources Manager
4	5/3/2023	Participation in Job Fairs	Station personnel participated in a Virtual Career Fair with Louisiana Tech University. Station personnel were able to meet with students and discuss internships and vacancies at the Station and in the broadcasting industry.	1	Human Resources Manager
5	6/29/2023	Participation in events sponsored by organizations representing the community	Station personnel participated at the West Monroe West Ouachita Chamber of Commerce 2023 Business Expo. Station personnel discussed the state of and opportunities in the broadcasting industry.	7	General Manager Human Resources POC Integrated Digital Specialist Creative Services Director
6	7/13/2023	Participation in events sponsored by organizations representing the community	Station personnel participated in the West Monroe West Ouachita Chamber of Commerce's Young Entrepreneur Camp. Junior and senior students toured the Station and met with personnel to discuss careers at the Station and in the broadcasting industry.	5	Human Resources Manager Integrated Digital Specialist Meteorologist Anchor/Reporter

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7	9/11/2023	Participation in events sponsored by organizations representing the community	Station personnel participated in the NELA Exploration Fair hosted by the area workforce board, ULM, LA Delta Community College, and the Monroe Chamber of Commerce. Junior and senior students participated in a Q&A session regarding careers in broadcasting and journalism.	6	Human Resources Manager News Director Promotions Manager Meteorologist
8	10/3/2023	Participation in Job Fairs	Station personnel participated in the Union County Job Fair. Station personnel were able to meet with individuals and discuss vacancies at the Station.	3	Human Resources Manager Account Executive Photographer
9	10/26/2023	Participation in Job Fairs	Station personnel participated in a virtual career fair hosted by the University of Arkansas at Little Rock. Station personnel were able to meet with students and discuss internships and vacancies at the Station and in the broadcasting industry.	2	Human Resources Manager News Director
10	11/2/2023	Participation in events or programs sponsored by educational institutions	Junior and senior students from South Arkansas University-Tech toured the Station and met with Station personnel to discuss careers and internships at the Station and in the broadcasting industry during a job fair held at the Station.	3	Human Resources Manager Reporter, Anchor Photographer