

**KOZL-TV, KRBK**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 - September 30, 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
Sports Anchor-Reporter	1-4, 6, 9-19	10
Morning Meteorologist	1-2, 4, 6, 9-19	10
Digital News Producer	1-2, 4, 6, 9, 11-19	15
Multi-Media Sales Executive	1-2, 4-6, 9-19	15
Assistant News Director	1-2, 4-6, 9, 11-19	5
Multi-Media Sales Executive	1-2, 4-6, 9, 11-19	15
Weekend Meteorologist	1-2, 4, 6, 9-15, 17-19	10
Account Executive III	1-2, 4, 6, 9, 11-15, 17-19	15
Production Assistant	2, 4-7, 9-19	7
News Producer	2, 4-6, 9-19	5
Account Executive III	2, 4, 6, 9, 11-19	15
Account Executive	2, 4, 6, 9, 11-19	15
Director of Sales	2, 4, 6, 9, 11-19	15
Lifestyle Show Host	2, 4, 6, 9-19	10
Digital Producer	2, 4, 6, 9-19	10
Morning News Anchor	6, 10, 15, 17	10
Reporter/Multimedia Journalist	2, 4-7, 9-19	7
Nightside Executive Producer	2, 4, 6, 8-9, 11-19	8
News Producer	2, 4-6, 9-19	15

Recruiting Sources #1 - Broadcast Employment Services (TVjobs.com) was deleted on September 27, 2022.

The vacancy notices for Weekend Meteorologist & Account Executive III were distributed to all Section II Recruiting Sources. Recruiting Source #4 - Handshake - redistributes job vacancy notices to various educational institutions, including but not limited to, Recruiting Source #16 - Ozarks Technical Community College.

Nexstar did not actively distribute job vacancy notices to Indeed.com, and LinkedIn. However, said sources re-posted some but not all of the Station's www.Nexstar.tv job vacancy notices without contacting or corresponding with Nexstar.

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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	Broadcast Employment Services (TVjobs.com) PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
2	College of the Ozarks 100 Opportunity Avenue Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : <a href="http://www.cofo.edu/cofoSites/Page/Career-Center/Welcome.700.html">http://www.cofo.edu/cofoSites/Page/Career-Center/Welcome.700.html</a> Email : <a href="mailto:jfreeman@cofo.edu">jfreeman@cofo.edu</a> Jim Freeman	N	0
3	Employee Referral	N	1
4	Handshake P.O. BOX 40770 San Francisco, California 94140 Garrett Lord Manual Posting	N	0
5	Indeed.com	N	11
6	Internal Bulletin Board 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Tara Walker Manual Posting	N	1
7	Internal Promotion	N	2
8	Intracompany Transfer	N	2
9	Lindenwood University 209 S.Kingshighway St. St. Charles, Missouri 63301 Phone : (636) 949-2000 Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a> Email : <a href="mailto:careerdevelopment@lindenwood.edu">careerdevelopment@lindenwood.edu</a> Shannon Wright	N	0
10	Linked In	N	17

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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
11	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a> Email : THarper@mbaweb.org Terry Harper	N	0
12	Missouri Job Center 2900 E. Sunshine Springfield, Missouri 65804 Phone : 417-841-3345 Url : <a href="http://www.springfieldmo.gov/careercenter">www.springfieldmo.gov/careercenter</a> Email : ccollins@springfieldmo.gov Cynthia Collins	N	0
13	Missouri Southern State University Career Services 3950 E. Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : <a href="https://www.myinterfase.com/mssu/employer/">https://www.myinterfase.com/mssu/employer/</a> Email : hirealion@mssu.edu Alex Gandy	N	0
14	NAACP of Springfield POB 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : <a href="http://www.naacpspringfieldmo.org/">http://www.naacpspringfieldmo.org/</a> Email : info@naacpspringfieldmo.org Cheryl Clay	N	0
15	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	35
16	Ozarks Technical Community College 1001 E. Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6910 Email : careerservices@otc.edu Mackenzie Steelman-Wilson	N	0

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17	OzarksFirst.com (station website) 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Work for Us Link to Nexstar Career Page Manual Posting	N	0
18	Springfield Area Chamber of Commerce 202 S. John Q Hammons Parkway Springfield, Missouri 65806 Phone : 417-862-5567 Url : <a href="http://www.springfieldchamber.com/">http://www.springfieldchamber.com/</a> Carol Wright Pryor Manual Posting	N	0
19	<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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>69</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	3/8/2023	Participation in Job Fairs	The SEU participated at the College of the Ozarks Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	4	Creative Services Director Director of Sales Digital Specialist Chief Engineer
2	5/11/2023	Participation in events or programs sponsored by educational institutions	SEU personnel participated as speakers to a Missouri State University journalism class that came to the station. They spoke about career decisions and job requirements.	10	General Manager News Director Anchor Assistant News Director
3	8/22/2023	Participation in events sponsored by organizations representing the community	SEU personnel participated as speakers to members of the Southwest Missouri Chapter of PRSA that came to the station. They spoke about career decisions and job requirements.	6	General Manager News Director Senior Director Assistant News Director
4	9/15/2023	Participation in Job Fairs	The SEU participated at the College of the Ozarks Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	1	Local Sales Manager
5	9/20/2023	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.	9	General Manager Director of Sales Senior Director News Director