

# KOZL-TV, KRBK

## EEO PUBLIC FILE REPORT

### October 1, 2021 - September 30, 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")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|-------------------------------|--|-----------------------|
| Digital Sales Manager III     | 1, 3, 5-17, 19-20                                  | 8                     |
| Promotions Producer           | 1, 3-7, 9, 11-17, 19-20                            | 4                     |
| News Anchor III               | 1, 3, 5, 7-9, 11-17, 19-20                         | 8                     |
| Executive Producer            | 1, 3, 5-17, 19-20                                  | 8                     |
| News Director III             | 1, 3, 5, 7-9, 11-17, 19-20                         | 15                    |
| Multi-Media Sales Executive   | 1-3, 5-6, 9-17, 19-20                              | 15                    |
| Multi-Media Sales Executive   | 1-3, 5-6, 9-17, 19-20                              | 2                     |
| Multi-Media Sales Executive   | 1-3, 5-6, 9-17, 19-20                              | 15                    |
| Multi-Media Sales Executive   | 1-3, 5-6, 9-17, 19-20                              | 15                    |
| Local Sales Manager III       | 1, 3, 7, 9-20                                      | 15                    |
| Lifestyle Producer            | 1, 3, 5-9, 11-17, 19-20                            | 6                     |
| News Producer I               | 1, 3, 5, 7-9, 11-17, 19-20                         | 8                     |
| Digital Producer              | 1, 3, 8-9, 11-17, 19-20                            | 8                     |
| News Producer                 | 1, 3, 6, 8-17, 19-20                               | 6                     |
| Reporter/MMJ                  | 1, 3, 5-7, 9-17, 19-20                             | 15                    |
| Assistant News Director       | 1, 3, 5, 8-17, 19-20                               | 10                    |
| Sales Assistant               | 1, 3, 5, 7-9, 11-17, 19-20                         | 15                    |
| Multi-Media Sales Executive   | 1, 3, 5, 7-9, 11-17, 19-20                         | 15                    |
| Multi-Media Sales Executive   | 1, 3, 5, 7-9, 11-17, 19-20                         | 15                    |
| Integrated Digital Specialist | 1, 3, 5, 7-9, 11-17, 19-20                         | 15                    |
| Newscast Director I           | 1, 3, 5-17, 19-20                                  | 8                     |
| Multi-Media Sales Executive   | 1, 3, 5, 7, 9, 11-17, 19-20                        | 15                    |
| News Producer I               | 1, 3, 7, 9-17, 19-20                               | 10                    |
| News Anchor                   | 1, 3, 5, 7-17, 19-20                               | 8                     |

Nexstar did not actively distribute job vacancy notices to CareerBuilder.com, 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.

RS #18 is a paid source and disseminated only to one (1) specialized upper-level position.

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See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

| <b>Job Title</b>           | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b> | <b>RS Referring<br/>Hiree</b> |
|----------------------------|--|-------------------------------|
| News Producer              | 1, 3-4, 6, 9, 11-17, 19-20                                 | 4                             |
| Digital News Producer      | 1, 3, 6, 9-17, 19-20                                       | 6                             |
| Reporter-MMJ               | 1, 3, 5-6, 9-13, 15-17, 19-20                              | 10                            |
| Reporter-MMJ               | 1, 3, 5-6, 9-13, 15-17, 19-20                              | 6                             |
| HR Business Administrator  | 1, 3, 5-7, 9, 11-17, 19-20                                 | 6                             |
| News Photographer          | 1-3, 5-7, 9-17, 19-20                                      | 15                            |
| Sales Assistant            | 1, 3, 5, 7, 9, 11-17, 19-20                                | 15                            |
| Digital Reporter           | 1, 3, 5-7, 9-17, 19-20                                     | 6                             |
| Creative Services Producer | 1, 3, 5, 7, 9, 11-17, 19-20                                | 15                            |
| Anchor/Reporter            | 1, 3, 5, 7-17, 19-20                                       | 10                            |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 1                | Broadcast Employment Services (TVjobs.com)<br>PO Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Url : <a href="http://tvjobs.com">http://tvjobs.com</a><br>Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a><br>Mark Holloway   | N  | 0   |
| 2                | CareerBuilder.com  | N  | 2   |
| 3                | College of the Ozarks<br>100 Opportunity Avenue<br>Point Lookout, Missouri 65726<br>Phone : 417-690-3248<br>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><br>Email : <a href="mailto:jfreeman@cofo.edu">jfreeman@cofo.edu</a><br>Jim Freeman | N  | 0   |
| 4                | Educational Institution  | N  | 2   |
| 5                | Handshake<br>P.O. BOX 40770<br>San Francisco, California 94140<br>Garrett Lord<br>Manual Posting   | N  | 0   |
| 6                | Indeed.com   | N  | 21  |
| 7                | Internal Bulletin Board<br>2650 E. Division St.<br>Springfield, Missouri 65803<br>Phone : 417-862-2727<br>Tara Walker<br>Manual Posting  | N  | 0   |
| 8                | Internal Promotion   | N  | 18  |
| 9                | Lindenwood University<br>209 S.Kingshighway St.<br>St. Charles, Missouri 63301<br>Phone : (636) 949-2000<br>Url : <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a><br>Email : <a href="mailto:careerdevelopment@lindenwood.edu">careerdevelopment@lindenwood.edu</a><br>Shannon Wright  | N  | 0   |
| 10               | Linked In  | N  | 29  |

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| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 11               | Missouri Broadcasters Association<br>1025 Northeast Dr<br>Jefferson City, Missouri 65109<br>Phone : 573-636-6692<br>Url : <a href="http://www.mbaweb.org">http://www.mbaweb.org</a><br>Email : THarper@mbaweb.org<br>Terry Harper  | N  | 0   |
| 12               | Missouri Job Center<br>2900 E. Sunshine<br>Springfield, Missouri 65804<br>Phone : 417-841-3345<br>Url : <a href="http://www.springfieldmo.gov/careercenter">www.springfieldmo.gov/careercenter</a><br>Email : ccollins@springfieldmo.gov<br>Cynthia Collins                          | N  | 0   |
| 13               | Missouri Southern State University Career Services<br>3950 E. Newman Road<br>Joplin, Missouri 64801<br>Phone : 417-625-9343<br>Url : <a href="https://www.myinterfase.com/mssu/employer/">https://www.myinterfase.com/mssu/employer/</a><br>Email : hirealion@mssu.edu<br>Alex Gandy | N  | 0   |
| 14               | NAACP of Springfield<br>POB 8983<br>Springfield, Missouri 65801<br>Phone : 417-873-6386<br>Url : <a href="http://www.naacpspringfieldmo.org/">http://www.naacpspringfieldmo.org/</a><br>Email : info@naacpspringfieldmo.org<br>Cheryl Clay   | N  | 0   |
| 15               | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting  | N  | 34  |
| 16               | Ozarks Technical Community College<br>1001 E. Chestnut Expressway<br>Springfield, Missouri 65802<br>Phone : 417-447-6910<br>Email : careerservices@otc.edu<br>Mackenzie Steelman-Wilson  | N  | 0   |

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| <b>RS<br/>Number</b>                           | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|--|--|---|
| 17   | OzarksFirst.com (station website)<br>2650 E. Division St.<br>Springfield, Missouri 65803<br>Phone : 417-862-2727<br>Stacy Boysen-Krauk<br>Manual Posting   | N  | 0   |
| 18   | Spots n Dots<br>1635 Old Highway 41 NW Suite 112-338<br>Kennesaw, Georgia 30152<br>Phone : 888-884-2630 X 705<br>Url : spotsndots.com<br>Advertising Sales<br>Manual Posting   | N  | 0   |
| 19   | Springfield Area Chamber of Commerce<br>202 S. John Q Hammons Parkway<br>Springfield, Missouri 65806<br>Phone : 417-862-5567<br>Url : <a href="http://www.springfieldchamber.com/">http://www.springfieldchamber.com/</a><br>Carol Wright Pryor<br>Manual Posting  | N  | 0   |
| 20   | <a href="http://www.mediagignow.com">www.mediagignow.com</a><br>300 South Riverside Plaza Suite 800<br>Chicago, Illinois 60606<br>Phone : 336-553-0620<br>Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a><br>Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a><br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>106</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 regularly disseminates job vacancy notices, including upper-level positions, to the Missouri Career Center, a general, non vacancy-specific job bank, and to the Missouri Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.   | 1                                   | Program Manager/EEO Coordinator   |
| 2 | 3/9/2022      | Participation in Job Fairs   | The SEU participated at the College of the Ozarks Spring, In-Person Career Expo. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.   | 1                                   | Chief Engineer  |
| 3 | 3/30/2022     | Participation in events or programs sponsored by educational institutions      | Station personnel participated as speakers at the University of Central Missouri. They spoke about career decisions and job requirements.  | 2                                   | Creative Services Director Promotions   |
| 4 | 4/12/2022     | 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.   | 3                                   | News Director Executive Producer Anchor   |
| 5 | 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 one (1) intern from the College of the Ozarks, one (1) intern from Syracuse University, and one (1) intern from Southwest Baptist University during the 2022 Summer Semester.</p> | 13                                  | News Director<br>News Producer<br>News Assignment Editor<br>News Producer             |
| 6 | 9/13/2022     | 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.   | 10                                  | VP/GM<br>Director of Sales<br>Senior Director Business Administrator/ Human Resources |

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|---|-------------|--|--|---|----------------------------|
| 7 | 9/28/2022   | 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   | Creative Services Director |