

KFTA-TV, KNWA-TV
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
Creative Services Producer	1, 4, 6, 8, 11, 13, 18-19, 23, 27, 32-34	32
MMJ-Reporter	1, 3-4, 6, 8-9, 11, 13-14, 18-20, 23, 27-28, 32-34	27
MMJ-Reporter	1, 3-4, 6, 8-9, 11, 13-14, 18-20, 23, 27-28, 32-34	9
MMJ-Reporter	1, 3-4, 6, 8-9, 11, 13-14, 18-20, 23, 27-28, 32-34	28
Digital News Producer	1, 4, 6, 8, 11, 13, 18-20, 23, 27, 32-34	19
Digital News Producer	1, 4, 6, 8, 11, 13, 18-20, 23, 27, 32-34	27
Morning Co-Main Anchor	1, 6, 8, 11, 13, 18-19, 23, 25, 27, 32-34	23
Account Executive	1, 3-4, 6, 8, 11, 13, 18-19, 23, 27, 32-34	19
Account Executive	1, 3-4, 6, 8, 11, 13, 16, 18-19, 23, 27, 32-34	16
Integrated Digital Specialists (IDS)	1, 4, 6, 8, 11, 13, 18-20, 23, 27, 32-34	20
Business Administrator	1, 3-4, 6, 8-9, 11, 13-14, 18-19, 23, 27, 32-34	14
FOX News Anchor	1, 3-4, 6-8, 11, 13-14, 18-20, 23, 26-27, 29, 32-34	14
Account Executive	1, 3-8, 11-13, 15, 17-20, 22-24, 26-27, 29-35	15
News Photographer	1, 3-4, 6, 8, 11, 13, 18-20, 23, 26-27, 29, 32-33	23
News Producer	1, 3-8, 11, 13, 17-20, 23, 26-27, 29, 31-33	29
Account Executive	1-8, 10-13, 15, 17-21, 23, 26-27, 29-33, 35	21
Account Executive	1-8, 10-13, 15, 17-21, 23, 26-27, 29-33, 35	15
Front Desk Receptionist	1, 3-4, 6-8, 11, 13-14, 16, 18-20, 23, 26-27, 29, 32-33, 35	14

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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	AR Broadcasters Association 2024 Arkansas Valley Drive Suite 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org Email : angie@arkbroadcasters.org Angie Robinson	N	0
2	Arkansas Baptist College 1621 Dr. MLK Drive Little Rock, Arkansas 72202 Phone : 877-643-5390 career listing Manual Posting	N	0
3	Arkansas Business 114 Scott Street Little Rock, Arkansas 72201 Phone : 888-322-6397 Url : http://www.arkansasbusiness.com Job Listings Manual Posting	N	0
4	Arkansas Department of Workforce Services 100 North Dixieland Road Rogers, Arkansas 72756 Phone : 479-878-6522 Url : http://www.arkansas.gov Email : sarah.phares@arkansas.gov Sarah Phares	N	0
5	Arkansas Technical University 1605 Collisium Drive Russellville, Arkansas 72801 Phone : 479-880-4520 Amanda Johnson Manual Posting	N	0
6	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

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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	College Board 250 Vesey Street New York, New York 10281 Phone : 212-713-8000 Url : http://www.collegeboard.org Job Listings Manual Posting	N	0
8	College Central Network-NWACC 1 College Drive Bentonville, Arkansas 72712 Phone : 479-986-4001 Becky Paneitz Manual Posting	N	0
9	Employee Referral	N	4
10	GlassDoor	N	1
11	Handshake 660 4th street #113 San Francisco, California 94107 Phone : 479-575-2805 Url : https://app.joinhandshake.com/ Debbie Ritter Manual Posting	N	3
12	Harding University Main Campus PO Box 12243 Searcy, Arkansas 72149 Phone : 501-279-4454 Deb Bashaw Manual Posting	N	0
13	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
14	Indeed.com	N	9
15	Job Fair	N	5
16	Job/Bulletin Board	N	3

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17	John Brown University 200 West University Siloam Springs, Arkansas 72761 Phone : 479-524-7282 Dan Noyes Manual Posting	N	0
18	Jones Center For Families 922 East Emma Springdale, Arkansas 72762 Phone : 479-756-8090 Url : http://thejonescenter.net Email : bhudson@jonesnet.org Belinda Hudson	N	0
19	KNWA Internal Job Board 609 W. Dickerson St. Suite 3 Fayetteville, Arkansas 72701 Phone : 479-684-4463 Url : http://www.nwahomepage.com Nikki King Manual Posting	N	10
20	Linked In 1000 West Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting	N	8
21	Linked In	N	1
22	MediaRecruiter 9457 South University Blvd. 303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0
23	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
24	Nexstar's Facebook Page	N	1
25	Professional/Industry Trade Organization	N	1

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26	SpotsnDots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Job Listings Manual Posting	N	0
27	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listings Manual Posting	N	12
28	TVJobs.com	N	5
29	Twitter 1355 Market Street Suite 900 San Francisco, California 94103 Phone : 415-222-9670 Url : http://tweetmyjobs.com Job Listings Manual Posting	N	1
30	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
31	University of Arkansas- Main Campus no listing Fayetteville, Arkansas 72701 Phone : 501-575-2000 University of Arkansas- Main Campus University of Arkansas- Main Campus Manual Posting	N	0
32	WebJobs 216 River Street Troy, New York 12180 Phone : 518-935-4613 Alissa Hatch Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
34	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	1
35	Zip Recruiter 40 East Rio Salado Parkway Tempe , Arizona 85281 Phone : 480-739-1526 Url : www.ziprecruiter.com Tanya Barnard Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			77

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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	5/16/2018	Participation in Job Fairs	The SEU participated at the Northwest Arkansas Community Spring Career Fair. The SEU personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.	4	General Manager Business Administrator Director of Sales Lead Sales Mgr
2	8/14/2018	Establishment of an intern program designed to assist members of the community	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. The SEU hosted four (4) interns, from the University of Arkansas, during the 2018 Fall Semester.	1	News Director Anchor Production Manager
3	9/5/2018	Participation in events or programs sponsored by educational institutions	The SEU participated at the Northwest Arkansas Community College Career Fair. SEU personnel were able to meet with students and discuss vacancies at the Stations and in the broadcasting industry.	3	Business Administrator Digital Media Manager Promotions Manager
4	9/20/2018	Participation in events or programs sponsored by educational institutions	The SEU coordinates with the Hispanic Women's Organization of Arkansas, a non-profit organization concerned about the wellbeing of Hispanic families and job opportunities for Hispanic Women in Arkansas, in an effort to post all job vacancies, including all upper level category openings.	1	Business Administrator
5	10/3/2018	Participation in Job Fairs	The SEU participated in the Rogers Job Fair at the Frisco Station Mall. SEU personnel met with potential job applicants.	4	Business Administrator Digital Media Manager Director of Sales Lead Sales Manager
6	10/26/2018	Participation in events or programs sponsored by educational institutions	SEU personnel spoke at a U of A Marketing class at the Walton College of Business. He spoke about career decisions and job requirements.	1	Promotions Manager