

KARK, KARZ
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
Master Control Operator	1-11, 16, 18-20, 23, 25, 32-37	9
News Producer	1-11, 17-20, 23, 25, 27, 30, 32-37	9
Associate Producer	1-8, 10-11, 18-20, 23, 25, 32-37	25
Promotions Producer	1-8, 10-11, 18-20, 23, 25, 32-37	25
Digital Media Specialist	2-8, 10-12, 18-20, 23, 25, 31-37	12
News Photographer	2-8, 10-11, 18-20, 23, 25, 27, 32-37	25
News Producer	1-8, 10-11, 17-20, 23, 25, 27, 30-37	18
Multimedia Journalist Reporter	1-8, 10-11, 18-20, 23, 25, 27, 31-37	27
Local Sales Manager	1-8, 10-11, 18-21, 23, 25, 31-37	25
Morning Anchor	1-8, 10-11, 18-20, 23, 25, 27, 31-37	27
Digital Media Specialist	1-11, 18-20, 23, 25, 31-37	9
Account Executive	1-11, 15, 18-21, 23, 25, 31-37	21
News Photographer	1-11, 18-20, 23, 25, 27, 30, 32-37	9
Multimedia Journalist Reporter	1-8, 10-11, 18-20, 23, 25, 27, 32-37	27
Digital Multimedia Journalist Reporter	2-8, 10-11, 18-20, 23, 25-27, 31-37	18
Master Control Operator	1-8, 10-12, 18-20, 23, 25, 32-37	18
Business Administrator	1-8, 10-12, 16, 18-20, 22-25, 32-38	22
Chief Engineer	14, 16, 18, 21, 25	21
Account Executive	1-8, 10-12, 15, 17-20, 23, 25, 29, 31-37	17
Meteorologist	1-8, 10-11, 14, 16, 18-20, 23, 25, 28, 30, 32-38	28
AM Production Assistant	2-8, 10-11, 13, 18-20, 23, 25, 32-37	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arkansas Baptist College 1621 Dr. Martin Luther King Jr. Drive Little Rock, Arkansas 72202 Phone : 877-643-5390 Fax : 1-501-375-9257 Job Listing	N	0
2	Arkansas Broadcasters Association 2024 Arkansas Valley Drive Suite 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Email : angie@arkbroadcasters.org Angie Robinson	N	0
3	Arkansas Department of Workforce Services 5401 S. University Ave Little Rock, Arkansas 72209 Phone : 501-682-6279 Email : dollie.fountain@arkansas.gov Dollie Fountain	N	0
4	Arkansas State University - Beebe Beebe, Heber Springs and Searcy 1000 Iowa Street Beebe, Arkansas 72012 Phone : 501-207-6243 Email : sorgan@searcy.asub.edu Sherry Organ	N	0
5	Arkansas State University - Jonesboro 2105 Aggie Road Jonesboro, Arkansas 72401 Phone : 870-972-3025 Url : https://employer.myinterfase.com/astate/employer/ Fax : 1-870-972-2783 Job Listing	N	0
6	Arkansas State University - Mountain Home 1600 South College St Mountain Home, Arkansas 72653 Phone : 870-508-6100 Email : gtruell@asumh.edu Fax : 1-870-508-6287 George Truell	N	0

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7	Arkansas State University - Newport 7648 Victory Blvd Newport, Arkansas 72112 Phone : 870-512-7890 Email : veronica_manning@asun.edu Fax : 1-870-512-7876 Veronica Manning	N	0
8	Central Baptist College 1501 College Avenue Conway, Arkansas 72034 Phone : 501-329-6872 Email : careerservices@cbc.edu Fax : 1-501-329-2941 Job Listing	N	0
9	Employee Referral	N	7
10	Harding University 915 E. Market Ave Searcy, Arkansas 72149 Phone : 501-279-4000 Url : https://www.myinterfase.com/harding/employer Email : careercenter@harding.edu Fax : 1-501-279-4065 Kelley Ramey	N	0
11	Hendrix University-Conway 1600 Washington Avenue Conway, Arkansas 72032 Phone : 501-329-6872 Fax : 1-501-450-1260 Jamie Fotioo	N	0
12	Indeed.com	N	5
13	Internal Promotion	N	1
14	Intracompany Transfer	N	2
15	Job Fair	N	2
16	Linked In	N	4
17	LinkedIn 2029 Stierlin Ct. Suite 200 Mountain View, California 94043 Phone : 650-687-3600 Job Listing Manual Posting	N	2

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18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	11
19	Ouachita Baptist University 410 Ouachita St Arkadelphia, Arkansas 71998 Phone : 870-245-5593 Email : careerservices@obu.edu Job Listing	N	0
20	Philander Smith College 900 West Daisy L Gatson Bates Drive Little Rock, Arkansas 72202 Phone : 501-375-9845 Email : vbowens@philander.edu Fax : 1-501-370-5386 Vernita Bowens	N	0
21	Professional/Industry Trade Organization	N	3
22	Re-hire	N	1
23	Southern Arkansas University-Magnolia 100 E University Magnolia, Arkansas 71753 Phone : 870-235-4000 Email : pwwoods@saumag.edu Fax : 1-870-235-5262 Paula Washington-Woods	N	0
24	State/Local Employment Agency	N	1
25	Station Break Room 1401 W. Capitol Ave Suite 104 Little Rock, Arkansas 72201 Phone : 501-340-4457 Kim Dunn Manual Posting	N	16
26	Station's Facebook Page	N	1

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27	TVjobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Job Listing Manual Posting	N	8
28	TVJobs.com	N	1
29	Twitter	N	1
30	Twitter 1355 Market Street. Suite 900 San Francisco, California 94103 Phone : 415-222-9670 Job Listing Manual Posting	N	0
31	University of Arkansas - Fayetteville 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2000 Url : https://uark.joinhandshake.com Job Listing Manual Posting	N	0
32	University of Arkansas - Little Rock 2801 S. University Ave Little Rock, Arkansas 72204 Phone : 501-569-3000 Fax : 1-501-569-8956 Job Listing	N	0
33	University of Arkansas - Monticello 345 University Drive Monticello, Arkansas 71656 Phone : 870-460-1422 Email : thomasr@uamont.edu Fax : 1-870-460-1922 Job Listing	N	0
34	University of Arkansas - Pine Bluff 1200 North University Drive Pine Bluff, Arkansas 71601 Phone : 870-575-8000 Fax : 1-870-575-4606 Job Listing	N	0

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35	www.fox16.com 1401 West Capitol Avenue Suite 104 Little Rock, Arkansas 72201 Phone : 501-340-4457 Kim Dunn Manual Posting	N	0
36	www.kark.com 1401 West Capitol Avenue Suite 104 Little Rock, Arkansas 72201 Phone : 501-340-4457 Kim Dunn Manual Posting	N	0
37	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
38	Zip Recruiter 1453 Third Street Promenade Suite 335 Santa Monica, California 90401 Phone : 480.739.1526 Url : www.ziprecruiter.com Tanya Barnard Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			67

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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	2/1/2018	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 two (2) interns, from the University of Arkansas at Pine Bluff and the University of Arkansas Little Rock, during the 2018 Spring Semester, and two (2) interns, from Mississippi State University and Arkansas Tech, during the 2018 Summer Semester.</p>	5	News Director Assignment Manager Assistant News Director Web Master/Content Manager Website Coordinator
2	5/8/2018	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with Goodwill. The SEU provided administrative and advertising resources. The SEU personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.	15	General Manager News Director Creative Services Production News