

KARK, KARZ
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Account Executive	1-21, 23-25, 27-28, 33-34, 41-43	33
Account Executive	1-21, 23-25, 27-28, 33-34, 41-43	28
Master Control Operator	1-7, 9-15, 17-21, 25, 27-28, 34, 42	27
Master Control Operator	1-7, 9-15, 17-21, 25, 27-28, 34, 42	34
Web Anchor/Live Reporter	1-21, 30, 32, 34, 38, 42	30
Morning Associate News Producer	1-15, 17-21, 29, 32, 34, 37, 42	29
Account Executive	1-21, 25-26, 28, 32, 34, 36, 42-43	36
Account Executive	1-21, 25-26, 28, 32, 34, 36, 42-43	36
Account Executive	1-21, 25-26, 28, 32, 34, 36, 42-43	34
Integrated Digital Specialist	1-21, 34, 42	34
News Director KARK & KLRT - Little Rock	1-21, 29, 32, 34, 42	29
Master Control Operator	1-22, 28, 32, 34, 40, 42	22
Promotions Producer/Animator	1-22, 25, 28-29, 34, 42-43	29
Assistant News Director	1-21, 24, 28-29, 34-35, 40, 42	24
Account Executive	1-23, 25, 28, 31, 34, 37, 41-43	28
Account Executive	1-23, 25, 28, 31, 34, 37, 41-43	23
Account Executive	1-23, 25, 28, 31, 34, 37, 41-43	37
Account Executive	1-23, 25, 28, 31, 34, 37, 41-43	31
Digital Content Producer	1-21, 28, 34, 36, 42	28
Digital Content Producer	1-21, 28, 34, 36, 42	36
Multimedia Journalist Reporter	1-21, 30, 32, 34, 39, 42	30
Executive Producer	1-21, 29-30, 32, 34, 39, 42	29
News Producer	1-21, 29, 34, 42	29
Associate News Producer	1-21, 28-29, 34-35, 42	28
Associate News Producer	1-21, 28-29, 34-35, 42	29
Account Executive	1-22, 28, 32, 34, 40, 42-43	28
Account Executive	1-22, 28, 32, 34, 40, 42-43	22
Account Executive	1-22, 28, 32, 34, 40, 42-43	40
News Editor	1-21, 29, 34, 38, 42	29

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News Producer	1-21, 28, 32, 34, 42	32
Multimedia Journalist Reporter	1-21, 24, 29-30, 33-34, 36, 40, 42	29
Multimedia Journalist Reporter	1-21, 24, 29-30, 33-34, 36, 40, 42	30
Multimedia Journalist Reporter	1-21, 24, 29-30, 33-34, 36, 40, 42	34
News Editor	1-21, 28-29, 34, 42	28
Morning Anchor Reporter	1-21, 30, 32, 34, 42	30
Meteorologist	1, 3-21, 24, 32, 34, 42	24
News Producer	1, 3-21, 28-29, 32, 34, 42	29
News Producer	1, 3-21, 28-29, 32, 34, 42	28
Digital Multimedia Journalist Reporter	1-21, 32, 34, 42	32

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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	*Arkansas Baptist College 1621 Dr. Martin Luther King Jr. Drive Little Rock, Arkansas 72202 Phone : 877-643-5390 Email : brian.miller@arkansasbaptist.edu 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 Fax : 1-501-682-7801 Dollie Fountain	N	1
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	1
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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	*Arkansas Tech University 215 W O St Russellville, Arkansas 72801 Phone : 479-968-0237 Url : https://app.joinhandshake.com/ Job Listing Manual Posting	N	1
9	*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
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 Butch Gardner	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	*Ouachita Baptist University 410 Ouachita St Arkadelphia, Arkansas 71998 Phone : 870-245-5593 Email : careerservices@obu.edu Job Listing	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
13	*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
14	*Southern Arkansas University-Magnolia 100 E University Magnolia, Arkansas 71753 Phone : 870-235-4097 Email : amsands@saumag.edu Fax : 1-870-235-5262 Anne Marie Sands	N	0
15	*Station Break Room 1401 W. Capitol Ave Suite 104 Little Rock, Arkansas 72201 Phone : 501-340-4457 Kim Dunn Manual Posting	N	2
16	*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
17	*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	1
18	*University of Arkansas - Monticello 345 University Drive Monticello, Arkansas 71656 Phone : 870-460-1454 Email : thomasr@uamont.edu Fax : 1-870-460-1922 Roberta Thomas	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
19	*University of Arkansas - Pine Bluff 1200 North University Drive Pine Bluff, Arkansas 71601 Phone : 870-575-8000 Email : brownc@uapb.edu Fax : 1-870-575-4606 Charmayne Brown	N	0
20	*www.fox16.com 1401 West Capitol Avenue Suite 104 Little Rock, Arkansas 72201 Phone : 501-340-4457 Kim Dunn Manual Posting	N	0
21	*www.kark.com 1401 West Capitol Avenue Suite 104 Little Rock, Arkansas 72201 Phone : 501-340-4457 Kim Dunn Manual Posting	N	0
22	Advertisement-Print	N	5
23	Advertisement-TV	N	2
24	CareerBuilder.com	N	4
25	Facebook 1 Hacker Way Menlo Park, California 94025 Phone : 650-308-7300 Job Listing Manual Posting	N	2
26	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941-3645 Url : https://www.glassdoor.com Job Listing Manual Posting	N	0
27	GlassDoor	N	2
28	Indeed.com	N	22
29	Internal Promotion	N	15
30	Intracompany Transfer	N	6
31	Job Fair	N	1
32	Linked In	N	19

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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
33	LinkedIn 2029 Stierlin Ct. Suite 200 Mountain View, California 94043 Phone : 650-687-3600 Job Listing Manual Posting	N	3
34	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
35	Nexstar's Facebook Page	N	2
36	Professional/Industry Trade Organization	N	4
37	State/Local Employment Agency	N	2
38	TVjobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Job Listing Manual Posting	N	1
39	TVJobs.com	N	2
40	Twitter	N	4
41	Twitter 1355 Market Street. Suite 900 San Francisco, California 94103 Phone : 415-222-9670 Job Listing Manual Posting	N	0
42	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	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	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			115

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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	2/1/2019	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 Harding University, during the 2019 Spring Semester, and three (3) interns, from Arkansas State University, Texas Christian University, and Ouachita Baptist University, during the 2019 Summer Semester.</p>	4	News Director Assistant News Director Assignment Manager Web Master and Content Manager
2	3/8/2019	Co Sponsoring Job Fair	The SEU co-sponsored a job fair with The University of Arkansas Little Rock. The SEU personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.	1	Local Sales Manager
3	5/7/2019	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.	16	General Manager News Director Creative Services Director Production Staff News Staff Creative Services Staff