

KARD
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
Sales Account Executive	22-23, 30	30
News Anchor	22-23, 30	30
Audio Operator	1, 3-4, 6, 8-9, 14-16, 18-23, 25-28, 31-35, 37, 39	8
Digital Enterprise Reporter	17, 22-23	17
Sales Account Executive	8, 22-23	8
Sales Account Executive	22-23, 29	29
Morning Anchor	17, 22-23	17
Business Administrator/Office Manager	11, 22-23	11
Sports/News MultiMedia Journalist	1, 3-4, 6, 9-10, 13-16, 18-28, 31-35, 37-39	10
Digital Media Coordinator	10-11, 22-23	11
MultiMedia Reporter	1, 3-4, 6, 9-10, 12, 15-16, 18-28, 31-34, 38-39	10
MultiMedia Journalist	12, 22-24, 30, 39	12
MultiMedia Reporter	1-4, 6-7, 9-10, 14-23, 25-28, 30-35, 37-39	10
Sports Director	1, 3-4, 6, 9, 13-28, 31-35, 37, 39	24
Promotions Assistant	1-2, 5, 7-9, 15, 19-20, 23, 25-28, 31-34, 38-39	8
Sales Assistant	1-2, 7, 9-11, 15-16, 19-20, 22-23, 25-28, 31-34, 37-39	10
Sales Account Executive	1-2, 7, 9, 15, 19-20, 22-23, 25-29, 31-32, 34, 38-39	29
Weekend Show Director	1-2, 7, 9-10, 15, 19-20, 22-23, 25-28, 31-34, 38-39	10
Camera Operator	1-2, 7, 9, 15, 19-20, 22-23, 25-28, 30-34, 38-39	23
Morning News Anchor	1-2, 7, 9-11, 15, 19-20, 22-23, 25-28, 31-34, 38-39	11
Main Anchor	1-2, 7-9, 11, 15, 19-20, 22-23, 25-28, 31-34, 38-39	11
Digital Producer	1-2, 7-9, 11, 15, 19-20, 22-23, 25-28, 31-34, 38-39	8

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Morning News Anchor	1-2, 7, 10, 15, 17, 19-20, 22-23, 25-28, 31-34, 38-39	10
Promotions Director	11, 17, 22-23, 36, 39	11

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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	American School of Business 702 Professional Dr. Shreveport, Louisiana 71105 Phone : 318-798-3333 Email : asb.kimberly@gmail.com Kimberly Coppen	N	0
2	Arkansas Workforce Center 523 E. 6th St. El Dorado, Arkansas 71730 Phone : 870-862-6456 Email : latoya.modica@arkansas.gov Latoya Modica	N	0
3	Bossier Parish Community College 6220 E. Texas St. Bossier City, Louisiana 71111 Phone : 318-678-6000 Url : http://www.bpcc.edu Kathy Busch Manual Posting	N	0
4	Career Buidr 200 N. LaSalle St. Ste. 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : http://careerbuilder.com Job Posting Manual Posting	N	0
5	CareerBuilder.com	N	1
6	Centenary College 2911 Centenary Blvd. Shreveport, Louisiana 71104 Phone : 318-869-5208 Url : https://www.centenary.edu/directories/offices-serv Rachael Peters Manual Posting	N	0
7	Delta Community College 609 Vocational Pkwy. West Monroe, Louisiana 71292 Phone : 318-397-6167 Email : nathanhall1@ladelta.edu Nathan Hall	N	0
8	Employee Referral	N	5

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9	Grambling State University P.O. Drawer 4291 Grambling, Louisiana 71245 Phone : 318-274-2346 Email : fobbsshe@gram.edu Denesia Lofton	N	0
10	Indeed.com	N	9
11	Internal Promotion	N	7
12	Intracompany Transfer	N	2
13	Job/Bulletin Board	N	4
14	LA Assn. of Broadcasters pushed to indeed.com 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : http://indeed.com Polly Johnson Manual Posting	N	0
15	LA Delta Community College 7500 Millhaven Rd. Monroe, Louisiana 71203 Phone : 318-345-9261 Email : kathy.gardner@ladelta.edu Kathy Gardner	N	0
16	LA Tech University P.O. Box 3153 Ruston, Louisiana 71272 Phone : 318-257-4750 Url : http://www.latech.edu/career_center/ Ron Cathey Manual Posting	N	0
17	Linked In	N	7
18	LSU Career Center 1 University Pl. Shreveport, Louisiana 71115 Phone : 318-797-6100 Url : https://www.myinterfase.com/lsus/employer/home.asp Job Listings Manual Posting	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	LULAC Council P.O. Box 5042 Bossier City, Louisiana 71171 Phone : 318-658-6322 Email : info@louisianalulac.org Job Listings	N	0
20	Monroe Chamber of Commerce 212 Walnut St. Suite 100 Monroe, Louisiana 71201 Phone : 318-323-6431 Email : sedmunds@monroe.org Fax : 1-318-812-7594 Sue Edmonds	N	0
21	Monster 133 Boston Post Road Weston, Massachusetts 2493 Phone : 978-461-8000 Url : http://monster.com Job Posting Manual Posting	N	0
22	myarklamiss.com 200 Pavilion Rd. West Monroe, Louisiana 71292 Phone : 318-323-1972 Url : http://www.nexstar.tv Chris Brown 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	1
24	Nexstar's Facebook Page	N	5
25	Northwestern State University P.O. Box 5286 Natchitoches, Louisiana 71497 Phone : 318-357-5621 Email : careercenter@nsula.edu Traci LaBom	N	0

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26	Ouachita Economic Development 1900 N. 18th St. Monroe, Louisiana 71201 Phone : 318-387-0787 Email : awhite@nlep.org Angie White	N	0
27	Philander Smith College 900 W. Daisy L. Gaston Bates Dr. Little Rock, Arkansas 72202 Phone : 501-975-6050 Email : vbowens@philander.edu Vernita Bowens	N	0
28	Prairie View A&M P.O. Box 519 Mail Stop 1028 Prairie View, Texas 77446 Phone : 936-857-3311 Email : sfwashington@pvamu.edu Shadia Washington	N	0
29	Professional/Industry Trade Organization	N	2
30	Re-hire	N	5
31	Southern University 6400 Press Dr. New Orleans, Louisiana 70126 Phone : 504-286-5390 Email : jmarion@suno.edu Joe Marion	N	0
32	St. Phillips College 1801 Martin Luther King Dr. San Antonio, Texas 78203 Phone : 210-486-2611 Email : dhester@alamo.edu Diane Hester	N	0
33	Texarkana College 2500 N. Robinson Rd. Texarkana, Texas 75599 Phone : 903-838-4541 Email : phyllis.deese@texarkanacollege.edu Phyllis Deese	N	0

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34	Tulane University 5823 St. Charles Ave. New Orleans, Louisiana 70118 Phone : 504-988-3902 Email : kball@tulane.edu Kathy Ball	N	0
35	TVJobs 10175 Fortune Pkwy Jacksonville, Florida 32256 Phone : 904-737-5627 Url : http://tvjobs.com Job Posting Manual Posting	N	0
36	TVjobs.com P.O. Box 4116 Oceans Oceanside, California 92052 TVjobs.com Recruiting Agency Manual Posting	N	0
37	University of Louisiana-Monroe 700 University Ave. Monroe, Louisiana 71209 Phone : 318-342-5343 Url : https://webservices.ulm.edu/careerconnections/node Roslynn Pogue Manual Posting	N	0
38	West Monroe Chamber of Commerce 112 Professional Dr. West Monroe, Louisiana 71291 Phone : 318-325-1961 Email : phodnett@westmonroechamber.org Paige Hodnett	N	0
39	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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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	2/7/2019	Participation in Job Fairs	The Station participated at the Monroe Chamber Career Fair. Station 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 Promotions Manager HR Contact News Director
2	2/18/2019	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker at Louisiana Tech University. He spoke about career decisions and job requirements and vacancies at the Station and in the broadcasting industry.	1	Sports Director
3	5/14/2019	Participation in events sponsored by community groups	Station personnel participated as speakers at a meeting of the Northeast Louisiana Young Professionals. Station 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 Digital Media Manager Sales Associate Creative Services Manager
4	9/25/2019	Participation in Job Fairs	The Station participated in the University of Louisiana at Monroe Fall Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station(s) and in the broadcasting industry.	2	Business Admin/HR Contact Digital Media Manager
5	11/6/2019	Participation in Job Fairs	The Station participated at the Grambling State University Fall Career Fair. Station personnel were able to meet with students and discuss vacancies at the Station(s) and in the broadcasting industry.	2	HR Contact General Sales Manager