Nexstar Inc.
FCC Form 396
February 2021

EEO NARRATIVE

KARD(TV), West Monroe, Louisiana, FAC ID 3658 (the "Station"), continuously strives to achieve broad and inclusive outreach and has established EEO policies and procedures which focus on the wide dissemination of information about job opportunities at the Station to the immediate community via a variety of recruitment sources. It is a fundamental principle and practice of the Station to prohibit employment discrimination based on race, color, religion, national origin or gender and to ensure equal opportunity to qualified applicants.

Sources targeted for recruitment include, but are not limited to, educational institutions, minority and local community organizations, state and local area unemployment organizations, and other groups or organizations that assist in job placement. The Station also participates in local career day and job fair events. The Station's attendance at these events has enabled it to continue its successful recruiting efforts.

The Station understands the importance of its recruiting obligations, and as such, reviews its policies and procedures on an annual basis in order to make adjustments to its recruiting sources and its community activities.