

**KARD**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

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
Digital First Reporter	1-2, 5, 7-8, 10-30	8
News Director	1-2, 5-7, 9-12, 14-30	6
Creative Services Director	1-2, 5-7, 9-12, 14-30	9
Sales Assistant	1-2, 5-7, 9-12, 14-30	9
Executive Producer	1-2, 5-8, 10-12, 14-30	6
News Anchor	1-2, 5, 7, 9-12, 14-30	9
Sales Assistant	1-2, 5-12, 14-30	9
Account Executive	1-2, 5-7, 10-12, 14-30	6
Account Executive	1-2, 4-5, 7, 10-12, 14-30	4
Executive Producer	1-2, 5, 7-8, 10-12, 14-30	8
Promotions Assistant	1-2, 5, 7-12, 14-30	9
Photographer	1-2, 4-30	8
MultiMedia Journalist, Reporter	1-2, 5, 7-8, 10-30	8
News Anchor	1-3, 5, 7, 10-30	13
Production Assistant	1-3, 5-8, 10-30	6
Photographer	1-3, 5-7, 10-12, 14, 16-30	6

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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	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	Career Buider 200 N. LaSalle St. Ste. 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : http://careerbuilder.com Job Posting Manual Posting	N	0
4	CareerBuilder.com	N	2
5	Delta Community College 609 Vocational Pkwy. West Monroe, Louisiana 71292 Phone : 318-397-6167 Email : nathanhall1@ladelta.edu Nathan Hall	N	0
6	Employee Referral	N	11
7	Grambling State University P.O. Drawer 4291 Grambling, Louisiana 71245 Phone : 318-274-2346 Email : fobbsshe@gram.edu Denesia Lofton	N	0
8	Indeed.com	N	17
9	Internal Promotion	N	11

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10	LA Assn. of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : <a href="http://indeed.com">http://indeed.com</a> Polly Johnson Manual Posting	N	0
11	LA Delta Community College 7500 Millhaven Rd. Monroe, Louisiana 71203 Phone : 318-345-9261 Email : <a href="mailto:jsalter@ladelta.edu">jsalter@ladelta.edu</a> Julie Salter	N	0
12	LA Tech University via Handshake P.O. Box 3153 Ruston, Louisiana 71272 Phone : 318-257-4750 Url : <a href="http://www.latech.edu/career_center/">http://www.latech.edu/career_center/</a> Ron Cathey Manual Posting	N	0
13	Linked In	N	7
14	LSU Career Center via Handshake 1 University Pl. Shreveport, Louisiana 71115 Phone : 318-797-6100 Url : <a href="https://www.myinterfase.com/lsus/employer/home.asp">https://www.myinterfase.com/lsus/employer/home.asp</a> Job Listings Manual Posting	N	0
15	LULAC Council P.O. Box 5042 Bossier City, Louisiana 71171 Phone : 318-658-6322 Email : <a href="mailto:info@louisianalulac.org">info@louisianalulac.org</a> Job Listings	N	0
16	Monroe Chamber of Commerce 212 Walnut St. Suite 100 Monroe, Louisiana 71201 Phone : 318-323-6431 Email : <a href="mailto:sedmunds@monroe.org">sedmunds@monroe.org</a> Fax : 1-318-812-7594 Sue Edmonds	N	0

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17	myarklamiss.com 200 Pavilion Rd. West Monroe, Louisiana 71292 Phone : 318-323-1972 Url : http://www.nexstar.tv Chris Brown Manual Posting	N	0
18	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
19	Northwestern State University P.O. Box 5286 Natchitoches, Louisiana 71497 Phone : 318-357-5621 Email : careercenter@nsula.edu Traci LaBom	N	0
20	Ouachita Economic Development 1900 N. 18th St. Monroe, Louisiana 71201 Phone : 318-387-0787 Email : awhite@nlep.org Angie White	N	0
21	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
22	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
23	Southern University 6400 Press Dr. New Orleans, Louisiana 70126 Phone : 504-286-5390 Email : jmarion@suno.edu Joe Marion	N	0

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24	St. Phillips College 1801 Martin Luther King Dr. San Antonio, Texas 78203 Phone : 210-486-2611 Email : dhester@alamo.edu Diane Hester	N	0
25	Texarkana College 2500 N. Robinson Rd. Texarkana, Texas 75599 Phone : 903-838-4541 Email : phyllis.deese@texarkanacollege.edu Phyllis Deese	N	0
26	Tulane University 5823 St. Charles Ave. New Orleans, Louisiana 70118 Phone : 504-988-3902 Email : kball@tulane.edu Kathy Ball	N	0
27	TVjobs.com P.O. Box 4116 Oceans Oceanside, California 92052 TVjobs.com Recruiting Agency Manual Posting	N	0
28	University of Louisiana-Monroe via Handshake 700 University Ave. Monroe, Louisiana 71209 Phone : 318-342-5343 Url : <a href="https://webservices.ulm.edu/careerconnections/node">https://webservices.ulm.edu/careerconnections/node</a> Roslynn Pogue Manual Posting	N	0
29	West Monroe Chamber of Commerce 112 Professional Dr. West Monroe, Louisiana 71291 Phone : 318-325-1961 Email : phodnett@westmonroechamber.org Paige Hodnett	N	0
30	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>48</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/12/2020	Participation in Job Fairs	Station personnel participated in the University of Louisiana at Monroe Spring 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 Director HR Contact Digital Media Manager
2	2/18/2020	Participation in Job Fairs	Station personnel participated in the Grambling State University Spring 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.	2	HR Contact Digital Media Manager
3	2/18/2020	Co Sponsoring Job Fair	The Station co-sponsored and participated in the Northeast Louisiana 2020 Job 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 Director General Sales Manager News Director
4	3/4/2020	Participation in events or programs sponsored by educational institutions	Station personnel participated as a speaker in Media Day at the University of West Georgia. He spoke about career decisions and job requirements.	1	Main Evening Anchor
5	7/29/2020	Establishment of an intern program designed to assist members of the community	The Station has an established internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. Station hosted one (1) intern from the University of Louisiana at Monroe during the 2020 Fall Semester.	4	News Director HR Contact General Sales Manager Promotions Director
6	9/17/2020	Participation in Job Fairs	Station personnel participated in the Monroe Civic Center job fair. Station personnel provided a one sheet flyer that was provided to individuals from the community detailing the broadcast industry and providing direct contact information to discuss our job vacancies at the station.	1	HR Contact

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7	9/23/2020	Participation in Job Fairs	Station personnel participated in a virtual career fair hosted by Louisiana Delta Community College. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station(s) and in the broadcasting industry.	1	HR Contact General Manager
8	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	The station regularly disseminates job vacancy notices, including upper-level positions, to Arkansas Workforce Center, LULAC Council and Monroe Chamber of Commerce.	1	Business Administrator