

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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	1-3, 5-8, 11-14, 16-22, 24-31	6
Account Executive	1-3, 5-8, 11-14, 16-22, 24-31	6
Account Executive	1-3, 5-8, 11-14, 16-22, 24-31	6
Digital Reporter	1-3, 5, 7-8, 12-22, 24-31	8
Digital Reporter	1-3, 5-8, 12-22, 24-31	6
Meteorologist	1-3, 5-8, 12-22, 24-31	8
News Anchor	1-3, 5-7, 9, 12-14, 16-21, 24-31	9
News Anchor Reporter	1-3, 5, 7-8, 12-31	23
News Director	1-3, 5-9, 12-22, 24-31	9
Producer I, Digital Media	1-7, 10, 12-22, 24-31	6
Production Assistant	1-3, 5-7, 9, 12-14, 16-21, 24-31	9
Production Assistant	1-3, 5, 7-9, 12-22, 24-31	9
Reporter I, Meteorologist	1-3, 5-8, 12-22, 24-31	6

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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	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	1
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	13
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	10
9	Internal Promotion	N	7
10	Intracompany Transfer	N	1
11	Job/Bulletin Board	N	2

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
12	LA Assn. of Broadcasters 660 Florida Street Baton Rouge, Louisiana 70801 Phone : 225-267-4522 Url : http://indeed.com Polly Johnson Manual Posting	N	0
13	LA Delta Community College 7500 Millhaven Rd. Monroe, Louisiana 71203 Phone : 318-345-9261 Email : jsalter@ladelta.edu Julie Salter	N	0
14	LA Tech University via Handshake P.O. Box 3153 Ruston, Louisiana 71272 Phone : 318-257-4750 Url : http://www.latech.edu/career_center/ Ron Cathey Manual Posting	N	0
15	Linked In	N	19
16	LSU Career Center via Handshake 1 University Pl. Shreveport, Louisiana 71115 Phone : 318-797-6100 Url : https://www.myinterfase.com/lus/employer/home.asp Job Listings Manual Posting	N	0
17	Monroe Chamber of Commerce 212 Walnut St. Suite 100 Monroe, Louisiana 71201 Phone : 318-323-6431 Email : rheatherly@monroe.org Fax : 1-318-812-7594 Roy Heatherly	N	0

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
18	myarklamiss.com 200 Pavilion Rd. West Monroe, Louisiana 71292 Phone : 318-323-1972 Url : http://www.nexstar.tv Chris Brown Manual Posting	N	0
19	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	1
20	Northwestern State University P.O. Box 5286 Natchitoches, Louisiana 71497 Phone : 318-357-5621 Email : careercenter@nsula.edu Traci LaBom	N	0
21	Ouachita Economic Development 1900 N. 18th St. Monroe, Louisiana 71201 Phone : 318-387-0787 Email : awhite@nlep.org Angie White	N	0
22	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
23	Re-hire	N	1
24	Southern University 6400 Press Dr. New Orleans, Louisiana 70126 Phone : 504-286-5390 Email : jmarion@suno.edu Joe Marion	N	0

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
25	St. Phillips College 1801 Martin Luther King Dr. San Antonio, Texas 78203 Phone : 210-486-2611 Email : dhester@alamo.edu Diane Hester	N	0
26	Texarkana College 2500 N. Robinson Rd. Texarkana, Texas 75599 Phone : 903-838-4541 Email : phyllis.deese@texarkanacollege.edu Phyllis Deese	N	0
27	Tulane University 5823 St. Charles Ave. New Orleans, Louisiana 70118 Phone : 504-988-3902 Email : kball@tulane.edu Kathy Ball	N	0
28	TVjobs.com P.O. Box 4116 Oceans Oceanside, California 92052 TVjobs.com Recruiting Agency Manual Posting	N	0
29	University of Louisiana-Monroe via Handshake 700 University Ave. Monroe, Louisiana 71209 Phone : 318-342-5343 Url : https://webservices.ulm.edu/careerconnections/node Roslynn Pogue Manual Posting	N	0
30	West Monroe Chamber of Commerce 112 Professional Dr. West Monroe, Louisiana 71291 Phone : 318-325-1961 Email : kkelley@westmonroechamber.org Kristopher Kelley	N	0

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
31	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			55

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/12/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Station personnel participated in the LAB Student Career Workshop & Job Fair. Each company's participation included advance promotion of the career fair on their respective stations and other distribution channels, interaction with career fair attendees, and in some cases on the spot interviews.	2	General Manager News Director
2	3/14/2022	Participation in events or programs sponsored by educational institutions	Station personnel participated as speakers before University of Louisiana at Monroe Marketing Students. Station personnel spoke about career decisions, job requirements, and internships.	3	General Manager News Director Integrated Digital Specialist
3	4/7/2022	Participation in Job Fairs	Station personnel participated in the West Monroe Job Fair. Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	3	Human Resources Manager Digital Media Manager Integrated Digital Specialist
4	6/8/2022	Participation in events sponsored by organizations representing the community	Station Personnel (Sports Director) participated as a speaker at a Dixie Youth Softball dinner at Johnny's Pizza House. He spoke about sports commentary, career decisions, and job requirements in sports broadcasting.	1	Sports Director
5	6/24/2022	Participation in events sponsored by organizations representing the community	Station personnel attended the NELA Workforce Summit 2022 that was hosted by the West Monroe & Monroe Chambers of Commerce. Leaders in workforce announced a new community workforce initiative from the Chambers, along with discussing tax incentives, programs, and training opportunities.	3	Human Resources Manager Assistant News Director Integrated Digital Specialist
6	6/30/2022	Participation in events or programs sponsored by educational institutions	Station personnel attended the SOAR Career Fair at the University of Louisiana- Monroe. The Career Fair was hosted by the Ouachita Parish School Board. Students were able to ask questions about jobs in Journalism, Broadcasting, Communications, and Marketing/Sales as well as the educational requirements needed for this industry.	6	Human Resources Manager Morning News Anchor Morning News Anchor Meteorologist

KARD
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	7/21/2022	Participation in events sponsored by organizations representing the community	Station management participated in the West Monroe West Ouachita Member 2 Member Expo 2022. This event was attended by members of the Chamber of Commerce and members of the public. Event was held for networking, building new business relationships, and exchanging ideas. Station personnel were able to meet with members and discuss the broadcasting industry.	4	General Manager Digital Media Manager Promotions Manager Integrated Digital Specialist
8	9/21/2022	Co Sponsoring Job Fair	The Station co-sponsored a job fair with Ouachita Workforce 81, Goodwill, the United Way, the Cities of Monroe & West Monroe, and the Ouachita Parish Police Jury. The Station provided financial, administrative, and advertising resources. The Station personnel were able to meet with individuals from the community and discuss vacancies at the Station and in the broadcasting industry.	8	General Manager Digital Media Manager Promotions Manager Human Resources Manager
9	1/19/2023	Provision of training to management	The Station conducted a mandatory training session for hiring managers which focused on the EEO recruiting process, including discussions regarding proper dissemination of job vacancy information, document retention and hiring procedures.	9	Human Resources Manager News Director Promotions Manager General Manager