

KFTA-TV, KNWA-TV
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

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
Sports Anchor	1-2, 8-9, 12-13, 16, 18, 21	9
Topical Producer	1, 3, 6, 8-9, 12-13, 16, 18, 21	9
Co-Anchor	1-2, 5-6, 8-9, 12-13, 16, 18, 21	9
Assignment Desk	1-2, 5, 8-9, 12-13, 16, 18, 21	9
Morning Co-Anchor	1-2, 5, 8, 12-13, 16, 18, 21	16
Photographer	1-2, 4, 6, 8, 12-13, 16, 18, 21	21
Sales Assistant	1-2, 4, 6, 8-9, 12, 16, 21	6
Sales Assistant	1-2, 4, 6, 8-9, 12, 16, 21	9
Front Desk Receptionist	1-3, 6, 8, 12-13	6
MMJ Reporter	1-3, 8, 11-13, 16-19, 21	19
MMJ Reporter	1-3, 8, 11-13, 16-19, 21	17
Assignment and Web Producer	1-3, 6, 8, 10-13, 16, 18, 21	10
News Photographer	1-3, 5-6, 8, 12-13, 16, 18, 21	6
Account Executive	1-3, 5-6, 8, 12-13, 15-16, 18, 21, 23	15
Newscast Director	1-3, 6-8, 12-13, 16, 18, 20-21	6
News Producer	1-3, 5, 8-9, 11-13, 16, 18, 21	9
Assistant News Director	1-3, 8, 12-13, 16, 18, 20-21	16
Integrated Digital Specialists (IDS)	1-3, 8, 12-14, 16, 18, 20-22	14
Anchor	1-3, 7-9, 12-13, 16, 18-20	9

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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	AR Broadcasters Association 2024 Arkansas Valley Drive Suite 403 Little Rock, Arkansas 72212 Phone : 501-227-7564 Url : http://www.arkbroadcasters.org Email : angie@arkbroadcasters.org Angie Robinson	N	0
2	Arkansas Department of Workforce Services 100 North Dixieland Road Rogers, Arkansas 72756 Phone : 479-878-6522 Url : http://www.arkansas.gov Email : sarah.phares@arkansas.gov Sarah Phares	N	4
3	Arkansas Workforce Center 2143 M.L.K. Jr. Blvd. Fayetteville, Arkansas 72701 Phone : 479-521-5730 Url : http://dws.arkansas.gov Email : nola.bull@arkansas.gov Fax : 1-479-521-1595 Nola Bull	N	0
4	College Board 250 Vesey Street New York, New York 10281 Phone : 212-713-8000 Url : http://www.collegeboard.org Job Listings Manual Posting	N	0
5	College Central Network-NWACC 1 College Drive Bentonville, Arkansas 72712 Phone : 479-986-4001 Becky Paneitz Manual Posting	N	0
6	Employee Referral	N	12

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7	Handshake 660 4th street #113 San Francisco, California 94107 Phone : 479-575-2805 Url : https://app.joinhandshake.com/ Debbie Ritter Manual Posting	N	0
8	Hispanic Women of Arkansas 614 East Emma Avenue #231 Springdale, Arkansas 72764 Phone : 479-751-9494 Url : http://www.hwoa.org Email : margarita.s@hwoa.org Margarita Solorzano	N	0
9	Internal Promotion	N	7
10	Job Fair	N	1
11	Job/Bulletin Board	N	3
12	Jones Center For Families 922 East Emma Springdale, Arkansas 72762 Phone : 479-756-8090 Url : http://thejonescenter.net Email : bhudson@jonesnet.org Belinda Hudson	N	0
13	KNWA Internal Job Board 609 W. Dickerson St. Suite 3 Fayetteville, Arkansas 72701 Phone : 479-684-4463 Url : http://www.knwahomepage.com Email : cwilliams@knwa.com Candy Williams	N	4
14	Linked In	N	2
15	Linked In 1000 West Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listings Manual Posting	N	1

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16	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	9
17	Professional/Industry Trade Organization	N	1
18	Tvjobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Job Listings Manual Posting	N	19
19	TVJobs.com	N	5
20	WebJobs 216 River Street Troy, New York 12180 Phone : 518-935-4613 Alissa Hatch Manual Posting	N	0
21	www.knwahomepage.com 609 W. Dickerson St. Suite 3 Fayetteville, Arkansas 72701 Phone : 479-684-4463 Url : http://www.knwahomepage.com Candy Williams Manual Posting	N	4
22	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
23	Zip Recruiter 40 East Rio Salado Parkway Tempe , Arizona 85281 Phone : 480-739-1526 Url : www.ziprecruiter.com Tanya Barnard Manual Posting	N	1

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			73

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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	2/1/2017	Participation in Job Fairs	The SEU participated at the Rogers Heritage High School Job (Career) Fair. SEU personnel were able to meet students and discuss vacancies at the Stations and in the broadcasting industry.	5	News Director Anchor Meteorologist Anchor
2	3/1/2017	Listing of each upper-level category opening in a job bank or newsletter	The SEU coordinates with the Hispanic Women's Organization of Arkansas. A non-profit organization concerned with the well being of Hispanic families and job opportunities for Hispanic Women, in an effort to post all job vacancies, including all upper level category openings.	2	Business Administrator Anchor
3	5/17/2017	Participation in Job Fairs	The SEU participated in the Rogers Job Fair at the Frisco Station Mall. SEU personnel met with potential job applicants.	5	Business Administrator Director of Sales Local Sales Manager Creative Services/Production
4	7/12/2017	Establishment of an intern program designed to assist members of the community	The SEU sponsors an internship program that allows students to gain practical experience in all areas of our operations, including news, production, sports and weather. The SEU hosted seven (7) interns, from the University of Arkansas, during the 2017 Spring Semester; six (6) interns, from the University of Arkansas and University of Oklahoma, during the 2017 Summer Semester, , and six (6) interns, from the University of Arkansas, Mississippi State University, and Fayetteville High School, during the 2017 Winter Semester.	2	News Director Sports Director
5	9/7/2017	Participation in Job Fairs	SEU personnel attended the Excellence in Journalism Conference, which was held in Anaheim, California. During the event, the SEU had a booth where potential employees were able to discuss broadcasting jobs in general and provided guidance on how and where to apply for jobs at Nexstar.	1	News Director
6	10/4/2017	Participation in Job Fairs	The SEU participated at the Job Fair for the Rogers/Lowell Chamber of Commerce.	6	Sales Sales News Promotions

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7	10/16/2017	Sponsorship of events in the community designed to increase public awareness	The SEU's News Director-sits on the advisory board for the Farmington Arts, Communication, and Entrepreneurship Academy, which is tasked with establishing policies, design curriculum and to also serves as a resource for the Academy. The Academy provides students with real-world experience in their certain fields, including broadcast journalism.	1	New Director
8	10/18/2017	Participation in other activities designed by the station employment unit	Station personnel maintained a booth and participated as judges for the Spring Creek Arts Festival at the Jones Center for Families. Station personnel had an opportunity to discuss employment opportunities within the broadcasting industry.	4	News Director Main Anchor Reporter Reporter