

KOZL-TV
EEO PUBLIC FILE REPORT
October 1, 2016 - September 30, 2017

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	1-6, 8, 12-26	5
Account Executive	1-6, 8, 12-26	5
Executive Producer	1, 3-4, 6, 8-9, 12-26	9
Graphic Designer	1, 3-4, 6-8, 12-26	7
Promotions Assistant	1, 3-6, 8, 12-26	5
Weekend Anchor/Reporter	1, 3-4, 6, 8-9, 11-26	9
News Producer	1, 3-6, 8-9, 12-26	9
News Producer	1, 3-6, 8-9, 12-26	5
Multimedia Journalist	1, 3-4, 6, 8-9, 11-26	9
Producer, Lifestyle and Entertainment Show	1, 3-4, 6, 8-9, 12-26	1
Morning News Anchor	1, 3-4, 6, 8, 11-26	1
Multimedia Journalist	1, 3-4, 6, 8, 11-26	25
Account Executive	1-6, 8, 12-26	5
Meteorologist Morning News	1, 3-4, 6, 8-26	9
Master Control Operator	1, 3-4, 6, 8, 10, 12-26	18
Director	1, 3-4, 6, 8-10, 12-23, 25-26	9
Director	1, 3-4, 6, 8-10, 12-23, 25-26	18
HR Business Administrator	1-4, 6-10, 12-26	9
Sales Assistant	1-4, 6, 8, 10, 12-26	18

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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	Broadcast Employment Services (TVjobs.com) PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Mark Holloway Manual Posting	Y	4
2	Bryan University 4255 Nature Ctr Way Springfield, Missouri 65804 Phone : 417-862-5700 Url : http://bryanu.edu Email : bcoomer@bryanu.edu Bryan Coomer	Y	0
3	College of the Ozarks 1 Opportunity Avenue PO Box 17 Point Lookout, Missouri 65726 Phone : 417-690-3248 Url : https://www.collegecentral.com/cofo/ Terri Burton Manual Posting	Y	0
4	Drury University Career Center 900 N. Benton Springfield, Missouri 65802 Phone : 417-873-6980 Url : https://www.collegecentral.com/drury/employer.cfm Claire Watson Manual Posting	Y	0
5	Employee Referral	N	5
6	Evangel Career Development 1111 N. Glenstone Springfield, Missouri 65802 Phone : 417-865-2815 Url : https://www.collegecentral.com/evangel/ Donna Trower Manual Posting	Y	0
7	Indeed.com	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Internal Bulletin Board 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Nancy Bingaman Manual Posting	N	0
9	Internal Promotion	N	14
10	Lincoln University (Center for Career Services) 820 Chestnut Street Jefferson City, Missouri 65101 Phone : 573-6815166 Email : careerservices@lincolnu.edu Ruth Canada	N	0
11	Medialine 1209 Wood Valley Rd Augusta, Georgia 30909 Phone : 706-364-7564 Url : http://www.medialine.com Rich Everitt Manual Posting	N	0
12	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Terry Harper Manual Posting	N	0
13	Missouri Career Center 2900 E. Sunshine Springfield, Missouri 65804 Phone : 417-887-4343 Url : https://jobs.mo.gov/employer Shelly Sprague Manual Posting	Y	0

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14	Missouri Southern State University Career Services 3950 E. Newman Road Joplin, Missouri 64801 Phone : 417-625-9343 Url : https://www.myinterfase.com/mssu/employer/ Alex Gandy Manual Posting	N	0
15	Missouri State University Career Center 901 S. National Ave Springfield, Missouri 65804 Phone : 417-836-5636 Url : http://careercenter.missouristate.edu/jobtrackslog Vicki Elders Manual Posting	Y	0
16	NAACP of Springfield POB 8983 Springfield, Missouri 65801 Phone : 417-873-6386 Url : http://www.naacpspringfieldmo.org/ Email : info@naacpspringfieldmo.org Cheryl Clay	N	0
17	National Alliance of State Broadcasters (careerpage.org) 2333 Wisconsin St. NE Albuquerque, New Mexico 87110 Phone : 573-636-6692 Url : http://careerpage.org Mark Gordon 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	3

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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
19	Ozarks Technical Community College 1001 E. Chestnut Expressway Springfield, Missouri 65802 Phone : 417-447-6963 Url : https://www.collegecentral.com/otc/ Kathy Christy Manual Posting	Y	1
20	OzarksFirst.com (station website) 2650 E. Division St. Springfield, Missouri 65803 Phone : 417-862-2727 Karen Libby Manual Posting	N	1
21	Private Public Partnership Office for Army Reserves 24 Davis Street Jefferson Barracks St. Louis, Missouri 63125 Phone : 314-416-3000 Url : http://www.usar.army.mil/p3 Email : kevin.r.todd6.ctr@mail.mil Kevin Todd	Y	0
22	Springfield Area Chamber of Commerce 202 S. John Q Hammons Parkway Springfield, Missouri 65806 Phone : 417-862-5567 Url : http://www.springfieldchamber.com/ Carol Wright Manual Posting	N	0
23	Stephens College 1200 E. Broadway #2123 Columbia, Missouri 65215 Phone : 573-876-7101 Url : https://www.myinterfase.com/stephens/employer/ Maureen Bernath 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
24	University of Arkansas Career Development Center 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-2805 Url : https://app.joinhandshake.com/login Angela Williams Manual Posting	N	0
25	University of Missouri-Columbia 201 Student Success Center Columbia, Missouri 65211 Phone : 573-884-6317 Url : https://app.joinhandshake.com/login Laura Peiter Manual Posting	N	1
26	US Military Pipeline (Futures Inc.) 4819 Emperor Blvd Ste 305 Durham, North Carolina 27703 Phone : 919-474-8500 Url : https://usmilitarypipeline.com Futures Team Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			31

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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	10/27/2016	Participation in Job Fairs	College of the Ozarks Fall Career Day, 10/27/16, in Hollister, MO. Attendee: director of engineering.	1	Director of Engineering
2	11/10/2016	Participation in events or programs sponsored by educational institutions	Electronic Media Production Mock Interviews, 11/10/16, Ozarks Technical Community College: The purpose of the mock interviews was to provide a "real life" interview experience with immediate feedback to the student on how to improve his or her oral and written communication skills from experts in the field. Our news director conducted interviews.	1	News Director
3	11/18/2016	Participation in events or programs sponsored by educational institutions	Logan-Rogersville Career Day, 11/18/16: One of our morning anchors and our morning meteorologist had individual classes at Logan-Rogersville High School where the students asked about their jobs and learned about journalism.	2	Morning News Anchor Morning Meteorologist
4	12/1/2016	Establishment of an intern program designed to assist members of the community	KOZL-TV has an ongoing internship program for college students to intern in news, production, and promotions. News Department: One intern from Missouri State University from 12/01/2016 to end of May 2017.	1	News Director
5	1/26/2017	Participation in events or programs sponsored by educational institutions	Republic High School Annual Career Day, 1/26/17: Our senior sportscaster attended from 7:30a-10a. He talked to juniors then seniors about the business and what to do to get into it, such as the importance of writing and college. He also talked about technology and how it has changed. He also plugged job shadowing and internships as ways students can decide whether this is their career path.	1	Senior Sportscaster

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6	3/10/2017	Participation in events or programs sponsored by educational institutions	Elementary School Weather Presentation, Fordland Elementary, 3/10/17. Our morning meteorologist and Griffey the Weather Dog went to Fordland Elementary. Our meteorologist talked to two 5th grade classes about his job and fielded questions. He gave out Griffey the Weather Dog KOLRing books, and the students got to interact with Griffey.	1	Morning Meteorologist
7	3/30/2017	Participation in Job Fairs	College of the Ozarks Spring Career Day, 3/30/17, in Hollister, MO. Attendees: senior director and MCO supervisor.	2	Senior Director MCO Supervisor
8	4/18/2017	Participation in events or programs sponsored by educational institutions	<p>Our general manager and news director visited the University of Missouri Journalism School for two days. The first day (4/18/17), they participated in a critique of the 5pm and 6pm newscasts of KOMU, the NBC-affiliated station owned by the University of Missouri. KOMU is where the students train every day. The second day (4/19/17), they had private sessions with about six students each. They critiqued their resume reels and discussed career possibilities. Each session lasted about 30-40 minutes.</p> <p>Additionally, they listened to a presentation from an associate professor of Journalism Studies who is the executive director, Student Development, Diversity & Inclusion. The professor told them about a new program the university is developing to recruit minority students from ten major cities in the central United States. They discussed paid and unpaid internships.</p>	2	General Manager/VP News Director

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9	4/20/2017	Participation in events or programs sponsored by educational institutions	Electronic Media Production Mock Interviews, 04/20/17, Ozarks Technical Community College: The purpose of the mock interviews was to provide a "real life" interview experience with immediate feedback to the student on how to improve his or her oral and written communication skills from experts in the field. Our news director conducted interviews.	1	News Director
10	5/9/2017	Participation in events or programs sponsored by educational institutions	Elementary Career Day, Pleasant View Elementary, 5/9/17: Our morning meteorologist met with a different group of students every 20 minutes with 15 minutes for presentation/questions. He met with six different groups. He told them about the science behind meteorology and what schooling you need to become a meteorologist. He also answered their questions.	1	Morning Meteorologist
11	7/11/2017	Participation in events or programs sponsored by educational institutions	An Ozarks High School teacher and a Monett High School teacher participated in the GO CAPS (Greater Ozarks Centers for Professional Studies) by spending three days (7/11-7/13/17) at the station. The idea behind the program is to get teachers outside the classroom and teach them practical knowledge of the business world and workforce. The station taught them about various jobs at a TV station so they could go back to their schools and tell the students about careers in broadcasting.	24	News Director Director of Sales General Manger/VP Creative Services Director