

**KARK, KARZ**  
**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")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|---------------------------------|--|-----------------------|
| Meteorologist                   | 2-7, 9-10, 12-13, 16, 18-19, 21-23, 26-31          | 23                    |
| News Photographer               | 1-7, 9-10, 12-13, 16, 18-19, 21-23, 26-31          | 22                    |
| Account Executive               | 1-7, 9-16, 18-19, 21-22, 25, 27-31                 | 10                    |
| Account Executive               | 1-7, 9-16, 18-19, 21-22, 25, 27-31                 | 14                    |
| Account Executive               | 1-7, 9-16, 18-19, 21-22, 25, 27-31                 | 15                    |
| Account Executive               | 1-7, 9-16, 18-19, 21-22, 25, 27-31                 | 15                    |
| Account Executive               | 1-7, 9-16, 18-19, 21-22, 25, 27-31                 | 10                    |
| Account Executive               | 1-7, 9-16, 18-19, 21-22, 25, 27-31                 | 14                    |
| VP/GM                           | 1-7, 9-10, 12-13, 16, 18-19, 21-22, 24, 27-31      | 16                    |
| Digital Media Specialist        | 1-7, 9, 12-14, 16, 18-19, 21-22, 27-31             | 16                    |
| News Promotion/Topical Producer | 1-7, 9-10, 12-14, 16, 18-19, 21-22, 27-31          | 14                    |
| Reporter                        | 16, 20, 23   | 20                    |
| News Photographer               | 1-7, 9-10, 12-13, 16, 18-19, 21-23, 27-31          | 22                    |
| News Photographer               | 1-7, 9-10, 12-13, 16, 18-19, 21-23, 27-31          | 16                    |
| Meteorologist                   | 1-10, 12-13, 16-19, 21-23, 27-29                   | 10                    |
| Director                        | 2-7, 9-10, 12-13, 16, 18-19, 21, 23, 26-31         | 16                    |
| Reporter                        | 1-7, 9, 12-13, 16, 18-19, 21-23, 27-31             | 16                    |
| Reporter                        | 1-7, 9, 12-13, 16, 18-19, 21-23, 27-31             | 16                    |
| Receptionist                    | 1-7, 9-10, 12-13, 16, 18-19, 21-22, 28-31          | 10                    |
| Integrated Digital Specialist   | 1-7, 9-10, 12-13, 16, 18-19, 21-22, 26-31, 33      | 10                    |
| Web Producer                    | 1-7, 9-13, 16, 18-19, 21-23, 26-31                 | 10                    |
| Account Executive               | 1-7, 9-10, 12-13, 16, 18-19, 21-22, 26-31          | 10                    |

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| Job Title                      | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|--------------------------------|--|-----------------------|
| News Photographer              | 1-7, 9, 12-16, 18-19, 21-23, 27-31                 | 14                    |
| Creative Services Director     | 1-7, 9-10, 12-13, 16, 18-19, 21-23, 26-32          | 22                    |
| Multimedia Journalist Reporter | 1-7, 9-10, 12-13, 15-16, 18-19, 21-23, 25, 27-32   | 10                    |
| News Photographer              | 1-7, 9-10, 12-13, 15-16, 18-19, 21-23, 25, 27-32   | 10                    |
| Character Generator Operator   | 2-7, 9-10, 12-13, 16, 18-19, 21-22, 27-32          | 22                    |

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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 |
|-----------|---|---|--|
| 1         | Arkansas Baptist College<br>1621 Dr. Martin Luther King Jr. Drive<br>Little Rock, Arkansas 72202<br>Phone : 877-643-5390<br>Fax : 1-501-375-9257<br>Job Listing   | N   | 0  |
| 2         | Arkansas Broadcasters Association<br>2024 Arkansas Valley Drive Suite 403<br>Little Rock, Arkansas 72212<br>Phone : 501-227-7564<br>Email : mail@arkbroadcasters.org<br>Angie Robinson  | N   | 0  |
| 3         | Arkansas Department of Workforce Services<br>5401 S. University Ave<br>Little Rock, Arkansas 72209<br>Phone : 501-682-6279<br>Email : dollie.fountain@arkansas.gov<br>Dollie Fountain   | N   | 0  |
| 4         | Arkansas State University - Beebe<br>Beebe, Heber Springs and Searcy 1000 Iowa Street<br>Beebe, Arkansas 72012<br>Phone : 501-207-6243<br>Email : sorgan@searcy.asub.edu<br>Sherry Organ  | N   | 0  |
| 5         | Arkansas State University - Jonesboro<br>2105 Aggie Road<br>Jonesboro, Arkansas 72401<br>Phone : 870-972-3025<br>Url : <a href="https://employer.myinterfase.com/astate/employer/">https://employer.myinterfase.com/astate/employer/</a><br>Fax : 1-870-972-2783<br>Job Listing | N   | 1  |
| 6         | Arkansas State University - Mountain Home<br>1600 South College St<br>Mountain Home, Arkansas 72653<br>Phone : 870-508-6100<br>Email : gtruell@asumh.edu<br>Fax : 1-870-508-6287<br>George Truell   | N   | 0  |

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|-----------|--|---|--|
| 7         | Arkansas State University - Newport<br>7648 Victory Blvd<br>Newport, Arkansas 72112<br>Phone : 870-512-7890<br>Email : veronica_manning@asun.edu<br>Fax : 1-870-512-7876<br>Veronica Manning   | N   | 0  |
| 8         | CareerBuilder.com  | N   | 1  |
| 9         | Central Baptist College<br>1501 College Avenue<br>Conway, Arkansas 72034<br>Phone : 501-329-6872<br>Email : careerservices@cbc.edu<br>Fax : 1-501-329-2941<br>Job Listing  | N   | 0  |
| 10        | Employee Referral  | N   | 24   |
| 11        | Facebook<br>1 Hacker Way<br>Menlo Park, California 94025<br>Phone : 650-308-7300<br>Job Listing<br>Manual Posting  | N   | 1  |
| 12        | Harding University<br>915 E. Market Ave<br>Searcy, Arkansas 72149<br>Phone : 501-279-4000<br>Url : <a href="https://www.myinterfase.com/harding/employer">https://www.myinterfase.com/harding/employer</a><br>Email : careercenter@harding.edu<br>Fax : 1-501-279-4065<br>Kelley Ramey | N   | 0  |
| 13        | Hendrix University-Conway<br>1600 Washington Avenue<br>Conway, Arkansas 72032<br>Phone : 501-329-6872<br>Fax : 1-501-450-1260<br>Jamie Fotioo  | N   | 0  |
| 14        | Indeed.com   | N   | 6  |

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|-----------|--|---|--|
| 15        | LinkedIn<br>2029 Stierlin Ct. Suite 200<br>Mountain View, California 94043<br>Phone : 650-687-3600<br>Job Listing<br>Manual Posting  | N   | 4  |
| 16        | Nexstar Media Group, Inc.<br>545 E. John Carpenter Freeway Suite 700<br>Irving, Texas 75062<br>Phone : 972-764-6715<br>Terri Bush<br>Manual Posting  | N   | 24   |
| 17        | Nexstar's Facebook Page  | N   | 1  |
| 18        | Ouachita Baptist University<br>410 Ouachita St<br>Arkadelphia, Arkansas 71998<br>Phone : 870-245-5593<br>Email : careerservices@obu.edu<br>Job Listing   | N   | 0  |
| 19        | Philander Smith College<br>900 West Daisy L Gatson Bates Drive<br>Little Rock, Arkansas 72202<br>Phone : 501-375-9845<br>Email : vbowens@philander.edu<br>Fax : 1-501-370-5386<br>Vernita Bowens | N   | 0  |
| 20        | Professional/Industry Trade Organization   | N   | 2  |
| 21        | Southern Arkansas University-Magnolia<br>100 E University<br>Magnolia, Arkansas 71753<br>Phone : 870-235-4000<br>Email : pwwoods@saumag.edu<br>Fax : 1-870-235-5262<br>Paula Washington-Woods    | N   | 0  |
| 22        | Station Break Room<br>1401 W. Capitol Ave Suite 104<br>Little Rock, Arkansas 72201<br>Phone : 501-340-4457<br>Kim Dunn<br>Manual Posting   | N   | 11   |

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|-----------|---|---|--|
| 23        | TVjobs<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 800-374-0119<br>Job Listing<br>Manual Posting   | N   | 12   |
| 24        | TVNewscheck<br>24 West Lancaster Ave. Suite 205<br>Ardmore, Pennsylvania 19003<br>Phone : 610.420.6003<br>Patty Hersh<br>Manual Posting   | N   | 0  |
| 25        | Twitter<br>1355 Market Street. Suite 900<br>San Francisco, California 94103<br>Phone : 415-222-9670<br>Job Listing<br>Manual Posting  | N   | 0  |
| 26        | University of Arkansas - Fayetteville<br>1 University of Arkansas<br>Fayetteville, Arkansas 72701<br>Phone : 479-575-2000<br>Url : <a href="https://uark.joinhandshake.com">https://uark.joinhandshake.com</a><br>Job Listing<br>Manual Posting | N   | 0  |
| 27        | University of Arkansas - Little Rock<br>2801 S. University Ave<br>Little Rock, Arkansas 72204<br>Phone : 501-569-3000<br>Fax : 1-501-569-8956<br>Job Listing  | N   | 0  |
| 28        | University of Arkansas - Monticello<br>345 University Drive<br>Monticello, Arkansas 71656<br>Phone : 870-460-1422<br>Email : <a href="mailto:thomasr@uamont.edu">thomasr@uamont.edu</a><br>Fax : 1-870-460-1922<br>Job Listing                  | N   | 0  |

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|--|--|---|--|
| 29   | University of Arkansas - Pine Bluff<br>1200 North University Drive<br>Pine Bluff, Arkansas 71601<br>Phone : 870-575-8000<br>Fax : 1-870-575-4606<br>Job Listing  | N   | 0  |
| 30   | www.arkansasmatters.com<br>1401 West Capitol Avenue Suite 104<br>Little Rock, Arkansas 72201<br>Phone : 501-340-4457<br>Kim Dunn<br>Manual Posting   | N   | 0  |
| 31   | www.fox16.com<br>1401 West Capitol Avenue Suite 104<br>Little Rock, Arkansas 72201<br>Phone : 501-340-4457<br>Kim Dunn<br>Manual Posting   | N   | 0  |
| 32   | www.mediagignow.com<br>5000 Crossmill Road<br>McLeansville, North Carolina 27301<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N   | 0  |
| 33   | Zip Recruiter<br>1453 Third Street Promenade Suite 335<br>Santa Monica, California 90401<br>Phone : 480.739.1526<br>Url : www.ziprecruiter.com<br>Tanya Barnard<br>Manual Posting                          | N   | 1  |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |   | <b>88</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 | 2/1/2017    | Establishment of an intern program designed to assist members of the community | The SEU sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the spring semester starting in January 2017 and ending in May 2017 the News Department hosted three students from Harding University, University of Central Arkansas and the University of Arkansas at Pine Bluff. | 18                                  |                          |
| 2 | 5/9/2017    | Co Sponsoring Job Fair   | On May 9, 2017 we co-sponsored a Fox 16/Goodwill Job Alert Job Fair. There were 71 employers represented and over 700 potential job candidate's attended the Job Fair. The team met with potential candidates and provided information about the company and the industry to them.   | 10                                  |                          |
| 3 | 5/16/2017   | Establishment of an intern program designed to assist members of the community | The SEU sponsors internship programs providing students with hands-on supervised experience in broadcast industry operations across all functional areas. During the summer semester starting in May 2017 and ending in August 2017 the News Department hosted 3 students from Mississippi State University, University of Arkansas and Arkansas State University.                   | 18                                  |                          |
| 4 | 10/5/2017   | Co Sponsoring Job Fair   | Second Chance Re-entry Job & Resource Fair.<br>Goodwill Arkansas in association with Victory Over Violence/Fox 16 News hosted a Second Chance Re-entry Job & Resource Fair the week of October 2. This event is designed for applicants with criminal backgrounds - felony or misdemeanor.   | 4                                   |                          |