

KSNF
EEO PUBLIC FILE REPORT
October 1, 2020 - September 30, 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
Morning News Anchor	2, 4, 7, 9-17, 19	4
Morning Show Meteorologist	2, 7-19	16
News Anchor	1-2, 7, 9-15, 19	1
General Assignment Reporter	2-3, 6-7, 9-15, 17-19	6
Account Executive	1-2, 7, 9-10, 12-15, 17-19	13
KODE Sports Director	2-3, 5, 7, 9-10, 12-15, 17-19	5

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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	Employee Referral	N	2
2	Handshake P.O. Box 40770 San Francisco, California 94140 Url : www.handshake.com Garrett Lord Manual Posting	N	0
3	Indeed.com	N	2
4	Internal Promotion	N	1
5	Intracompany Transfer	N	1
6	Job Fair	N	1
7	KSNF/KODE TV 1502 Cleveland Street Joplin, Missouri 64801 Phone : 417-781-2345 Email : jhoffmann@nexstar.tv John Hoffmann	N	0
8	Linked In	N	1
9	Missouri Broadcaster Association 1025 Northwest Drive Jefferson City, Missouri 65109 Phone : 573-636-6692 Url : http://www.mbaweb.org Terry Harper Manual Posting	N	0
10	Missouri Career Center 730 S Wall St. Joplin, Missouri 64801 Phone : 417-625-3623 Email : debbie.hollis@dhewd.mo.gov Debbie Hollis	Y	0
11	Missouri Southern State University 3950 E, Newman Rd Joplin, Missouri 64801 Phone : 417-625-3183 Email : hunt-w@mssu.edu Bill Hunt	N	0

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12	Missouri Southern State University 3950 E, Newman Rd Joplin, Missouri 64801 Phone : 417-625-9343 Email : hirealio@mssu.edu NA NA	N	0
13	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	10
14	Pittsburg State University 1701 S. Broadway Pittsburg, Kansas 66761 Phone : 620-235-4140 Email : careers@pittstate.edu NA NA	N	0
15	The Joplin Globe 117 E 4th Street Joplin, Missouri 64801 Phone : 417-623-3480 Url : http://www.joplinglobe.com Paula Sill Manual Posting	N	0
16	TVJobs.com	N	2
17	University of Arkansas 1 University of Arkansas Fayetteville, Arkansas 72701 Phone : 479-575-6307 Email : lfoley@uark.edu Larry Foley	N	0
18	University of Kansas 1450 Jayhawk Blvd Lawrence, Kansas 66045 Phone : 785-864-7630 Email : steve_rottinghaus@ku.edu Steve Rottinghaus	N	0

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19	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:			20

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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	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Jobs Posted to the Missouri Broadcasters Association Job Bank	3	Vice President/Sales Manager News Director Director of Sales
2	Ongoing Event	Participation in scholarship programs	The Station participates in an established scholarship program that assists students interested in pursuing a career in broadcasting. During the reporting term, there were seven (7) recipients from Baker University (2), University of Kansas(2), Pittsburg State University, Wichita State University and Butler Community College.	1	Vice President/General Manager
3	8/25/2021	Provision of training to management	The station 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.	7	VP/GM News Director Director of Sales Chief Engineer